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HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA VA
RECRUITING OF WOMEN FOR THE MILITARY: ASSESSMENT OF THE MENTAL --ETC(U)
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DAH15-73-C-0131

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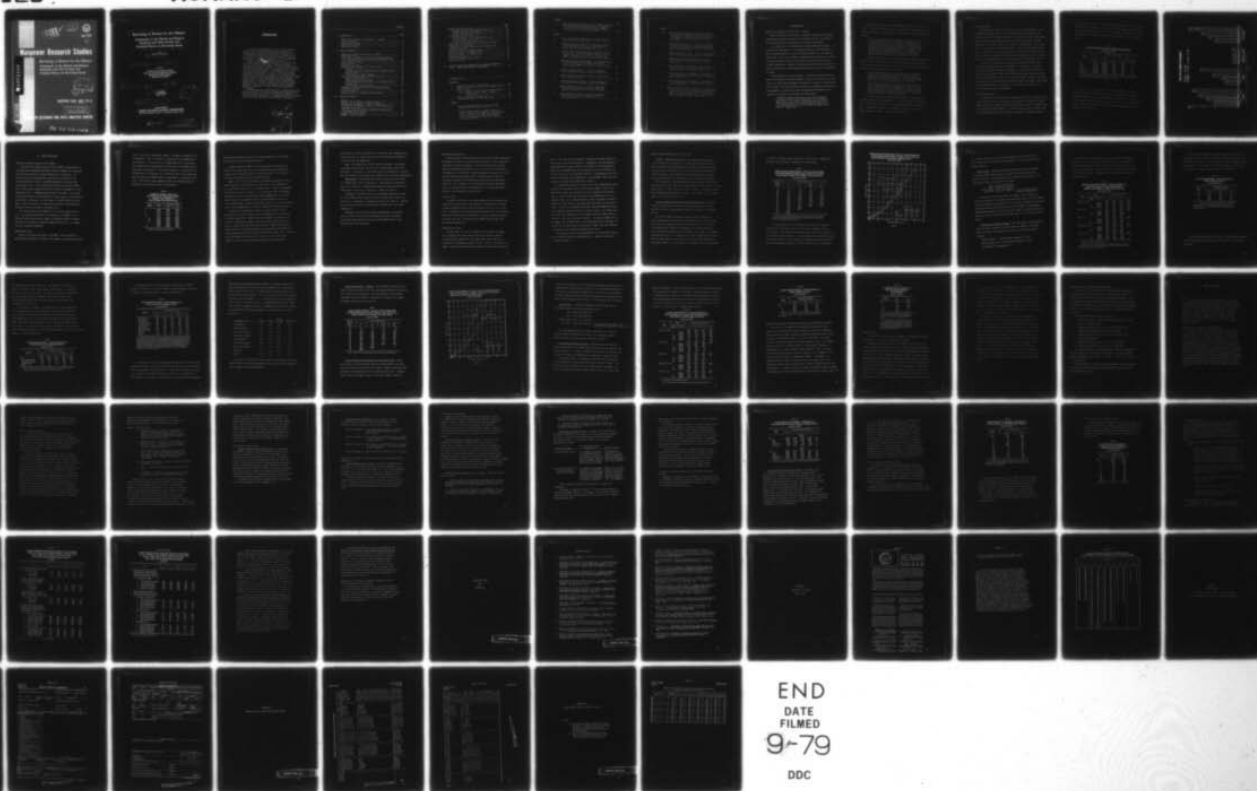
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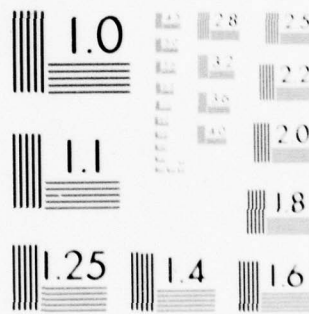
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Recruiting of Women for the Military:
Assessment of the Mental and Medical
Standards and Their Present and
Potential Effects on Recruiting Needs

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Recruiting of Women for the Military:

Assessment of the Mental and Medical
Standards and Their Present and
Potential Effects on Recruiting Needs.

by

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10 OASD/MRA

17 MR-75-4

Prepared for

Directorate for Manpower Research
Office of the Assistant Secretary of Defense
(Manpower and Reserve Affairs)
Department of Defense

15

DAHC 15-73-C-0131

12 77p.

11

July 1975

Consulting Report

CR-D7-73-47

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14 HUMRRD-D7-73-47

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FOREWORD

The study was undertaken in view of the intensified trend toward a broader participation of women in the military, which may necessitate definite changes in the existing mental and medical qualification standards, and in accord with the basic DoD policy in regard to women in the military, calling for elimination of "all unnecessary distinction in regulations applying to women."

Toward this end, ~~the~~ study describes, clarifies, and critically evaluates the existing mental and medical standards with respect to women. It points out prevailing inconsistencies in the standards, and poses certain questions as to their appropriateness. It analyses the most recent available data with respect to the examination of female applicants for enlistment, in light of the current mental and medical qualification standards. It provides data on the characteristics of the female applicants for enlistment, such as age, education, mental qualification, and geographic distribution. It generally assesses their disqualifying medical defects. Finally, based on the mental and medical findings, it projects expected demands on the estimated female recruiting pool -- under specified changed mental standards.

This research was conducted under the sponsorship of the Assistant Secretary of Defense (Manpower and Reserve Affairs). The analysis was carried out by Dr. Bernard D. Karpinos, Senior Scientist, Division No. 7, HumRRO, Alexandria, Virginia. The work was performed under Contract DAHC 15-73-C-0131.

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I. INTRODUCTION

Women's Participation in the Military: General

There are definite indications of a markedly increasing trend toward intensified recruiting of women into the military service. This trend is to be attributed to the following two interlinked key factors.

In its objective, the first factor is rather simple and realistic. It stems from the zero-draft -- to be considered by now a "fait accompli" -- and the ensuing transition to an all-volunteer Armed Force. Its aims are quite clear: they are to provide a complementary military force to offset a possible shortage of men for fulfilling the military needs of an all-volunteer Armed Force. Naturally, intensified recruiting of women into the military service will command broadening the scope of military assignments for women.

The second factor is rather complex. It stems from the recent resurgence of the "Women's liberation movement" which has culminated in the passing of the "Equal Rights Amendment" by Congress -- subject to ratification by the states. This social change has been well recognized by the military establishments, as evidenced by the following general statement of the Department of Defense in proclaiming its "Human Goals":

"To make Military and Civilian service in the Department of Defense a model of equal opportunity for all regardless of race, sex, creed, or national origin, and to hold those who do business with the Department of Defense to full compliance with the policy of equal employment opportunity." (Appendix A)

Recognition of this social change is more strongly expressed in the report of the "Special Subcommittee on the Utilization of Manpower in the Military (Committee on Armed Services of the House of Representatives)" by stating:

"We are concerned that the Department of Defense and each of the military services are guilty of 'tokenism' in the recruitment and utilization of women in the Armed Forces. We are convinced that in the atmosphere of a zero draft environment or an all-volunteer military force, women could and should play a more important role. We strongly urged the Secretary of Defense and the Service Secretaries to develop a program which will permit women to take their rightful place in serving in our Armed Forces." (19).

Accordingly, the Assistant Secretary of Defense (Manpower and Reserve Affairs) issued a memorandum to the Military Departments, dated 6 April, 1972, in which he most explicitly stated the basic policy of the Department of Defense in regard to women in the military:

"I wish you would take action to eliminate all unnecessary distinction in regulations applying to women, and where appropriate, recommend legislation to eliminate any inequities which are now required by law. As a guiding principle women must be given equal opportunity and treatment."

"The effective utilization of women in the Armed Forces can be greatly improved by the elimination of regulations which create distinctions which are burdensome. Separate organizations and restricted assignments do not provide adequate career opportunity for women even though pay and promotion potential are equal to that of men." (19).

The extent to which the "Equal Rights Amendment" -- theoretically implying equal military participation -- is likely to affect the recruitment of women into the military, is at this time a matter of conjecture. (For a comprehensive analysis on the probable effects of the "Equal Rights Amendment" on women in the military, see (8).)

Past Participation

Participation of women in the military is not a new phenomenon. From a military attitudinal point of view, however, past participation may be characterized as a "tolerable necessity." The military assignments for women, especially for enlisted women, have been much limited in range. Enlisted women have been primarily employed in clerical or administrative jobs. Moreover, it is only since the mid-year of 1943 -- with the replacing of WAAC by WAC -- that women in all military services were granted full military status. Prior to that time, women in the military were considered a civilian auxiliary force. (For a detailed historical view of women in the military, see (1).)

At the peak of World War II Armed Forces strength (May 1945), some 183,500 enlisted women served in the military -- constituting 1.7 percent of the total enlisted strength (10,869,000). At the peak of the Korean War military strength (April 1962), some 33,500 enlisted women served in the military -- constituting 1.0 percent of the total enlisted strength (3,313,000). At the peak of the Vietnam conflict military strength (June 1968), some 25,000 enlisted women served in the military -- constituting 0.8 percent of the total enlisted strength (3,122,000)(7).

Current Participation

The number of enlisted women in the military has been increasing of late. As of 30 June 1971 (at the end of 1971 fiscal year), the number of enlisted women increased to 29,400, comprising on proportional basis 1.3 percent of the total enlisted strength (Table 1). As shown in this table, the largest number of enlisted women served in the Army, followed on a regressive scale by

the Air Force, the Navy, and the Marine Corps, in order named. On a proportional basis, however, it is the Air Force that shows the highest percent of enlisted women in relation to its strength (1.6 percent), followed by the Army (1.2 percent), and the Navy and the Marine Corps (1.0 percent, each).

Table 1
Active Duty Enlisted Personnel, by Military Service and Sex
(As of 30 June 1971)^a

Military Service	Enlisted Personnel by Sex				
	Number			Percent	
	Total	Male	Female	Male	Female
Total	2,329,754	2,300,340	29,414	98.7	1.3
Army	971,872	960,047	11,825	98.8	1.2
Navy	542,298	536,822	5,476	99.0	1.0
Marine Corps	190,604	188,623	1,981	99.0	1.0
Air Force	624,980	614,848	10,132	98.4	1.6

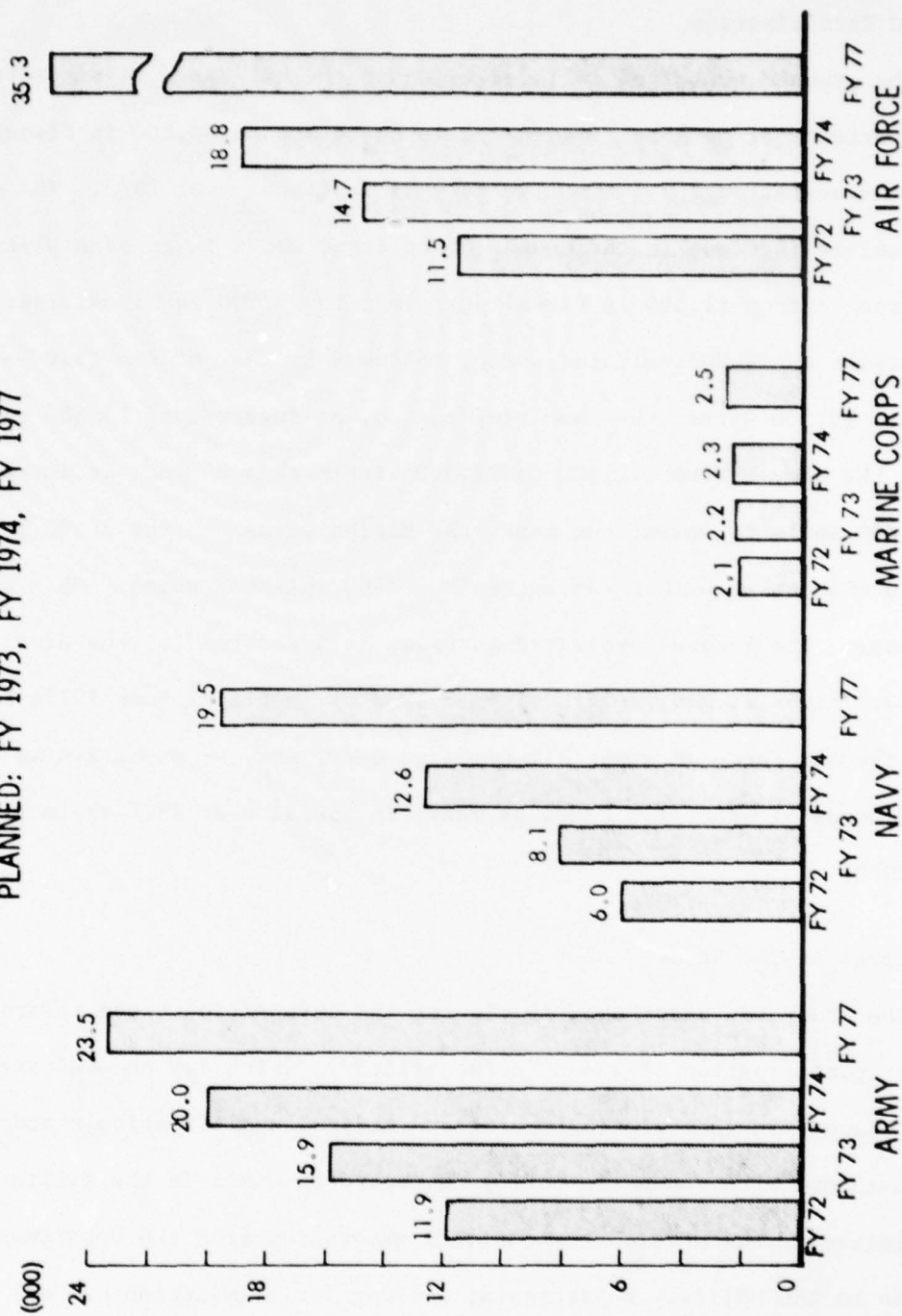
^aSource: Selected Manpower Statistics, Tables P23.21s and P25.6. Department of Defense, OASD (Comptroller), Directorate for Information Operations, April 15, 1972 (7).

As of the end of 1972 fiscal year, the actual number of enlisted women in the military services, as shown by the data from the Department of Defense (Figure 1), was 31,500, denoting an increase of 7.1 percent over the number of enlisted women in the 1971 fiscal year -- due principally to the increase of the number of enlisted women in the Air Force (75.0 percent of the increase).

ENLISTED WOMEN PERSONNEL

ACTUAL: FY 1972

PLANNED: FY 1973, FY 1974, FY 1977



Source: Department of Defense: Assistant Secretary of Defense (Manpower and Reserve Affairs).

Figure 1

Planned Participation

The planned number of enlisted women in the military, as projected by the Department of Defense (Figure 1), is to be around 80,800 in fiscal year 1977 -- somewhat over 2.5 times as many as in fiscal year 1972. The greatest absolute increase in the number of enlisted women is to take place in the Air Force -- from 11,500 in fiscal year 1972 to 35,300 in fiscal year 1977, an increase of 23,800 enlisted women, followed by that of the Navy -- from 6,000 to 19,500 within the same time period, an increase of 13,500 enlisted women; the Army -- from 11,900 to 23,500 within this period, an increase of 11,600 enlisted women; and last, the Marine Corps -- from 2,100 to 2,500 within this period, an increase of 400 enlisted women. On a relative basis, the largest projected increase is indicated for the Navy -- about 3.3 times as many in fiscal year 1977 as in fiscal year 1972, followed by the Air Force -- about 3.1 times as many; Army -- about 2.0 as many; Marine Corps -- about 1.2 times as many, in fiscal year 1977 as in fiscal year 1972.

Objectives of the Study

The study was undertaken in view of the intensified trend toward a broader participation of women in the military, which may necessitate definite changes in the existing mental and medical qualification standards, and in accord with the basic policy in regard to women in the military, as promulgated in the previously-mentioned memorandum from the Department of Defense to the Military Departments, calling for elimination of "all unnecessary distinction in regulations applying to women."

Toward this end, the study describes, clarifies, and critically evaluates the existing mental and medical standards with respect to women. It points out prevailing inconsistencies in the standards and poses questions as to their appropriateness. It analyses the most recent available data with respect to the examination of female applicants for enlistment, in light of these mental and medical qualification standards. It provides data on the characteristics of the female applicants for enlistment, such as age, education, mental qualification, and geographic distribution. It generally assesses their medical disqualifying defects. Finally, based on the mental and medical findings, it projects expected demands on the estimated female recruiting pool -- under specified changed mental standards.

II. MENTAL EVALUATION

Armed Forces Women's Selection Test (AFWST)

The Armed Forces Women's Selection Test (AFWST) is administered at the Armed Forces Examining and Entrance Stations (AFEES) for determining the mental qualification of female applicants for enlistment. (In certain instances such applicants are mentally prescreened at the recruiting stations, prior to the AFEES examination, by using equivalent mental tests). Like the Armed Forces Qualification Test (AFQT), given to male youths examined for military service, the AFWST is a self-administered test -- emphasizing power rather than speed. It contains 100 questions equally divided between the content areas of verbal ability and arithmetic reasoning. In this respect, the AFWST differs from the AFQT in that it excludes the content areas of spatial relationship and mechanical ability contained in the AFQT (11-13).

The test questions of the AFWST are of the usual multiple-choice type. The scoring ("raw score") is the same as on the AFQT: It is derived by subtracting from the number of questions answered correctly one-third of the number of questions answered incorrectly -- to compensate for "successful guessing."

AFWST Forms 5 and 6

There are currently two forms of the AFWST: Form 5 and Form 6. These forms are identical in regard to the number of questions and content

areas. They are not equivalent, however, in regard to "difficulty" of the questions. Thus, for instance, a raw score of 30 on AFWST Form 5 is equivalent to a raw score of 34 on AFWST Form 6; or a raw score of 50 on AFWST Form 5 is equivalent to a raw score of 56 on AFWST Form 6. Expressing it differently -- for future reference -- a raw score of 50 on AFWST Form 5 is equivalent to a "percentile score" of 65, while the same raw score on the AFWST Form 6 is equivalent to a percentile score of 61. (See Table 2; also, Appendix B where the derivation and the meaning of the "percentile score" are discussed.)

Table 2

**Condensed Conversion Table of the
Raw Scores on the Armed Forces Women's
Selection Test (AFWST), by
Mental Category and Percentile Score^a**

Mental Category	Percentile Score	Raw Scores on AFWST	
		Form 5	Form 6
I	100-93	100-83	100-85
II	92-65	82-50	84-56
III	64-31	49-20	55-22
a	64-57	49-42	55-47
(1)	64-61	49-45	55-50
(2)	60-57	44-42	49-47
b	56-50	41-36	46-41
c	49-42	35-30	40-34
d	41-31	29-20	33-22

^aDerived from Appendix A and Table 1 (20).

Basic Mental Eligibility Criteria for Female Applicants for Enlistment
with No Prior Service, by Military Service.

General. While the AFWST is the basic mental test used at the AFES for all female applicants for enlistment, the mental eligibility criteria based on this test differ by military service. The separate criteria are presented below, by military service.

Army. Prior to fiscal year 1972, the minimum qualifying score for female applicants into the Army was a raw score of 30 on AFWST Form 5, or an equivalent raw score of 34 on AFWST Form 6. (Their corresponding "percentile score" was 42; Table 2.) In fiscal year 1972, the minimum qualifying raw score was fixed as 50, on both AFWST Forms 5 and 6 (6), though they are not equivalent scores. As noted before, a raw score of 50 on AFWST Form 5 signifies a percentile score of 65, and a percentile score of 61 on AFWST Form 6 -- clearly a "double eligibility standard."

Current data obtained with respect to the accessions of female applicants into the Army indicate that only AFWST Form 5 has been used on initial examination. (AFWST Form 6 was presumably utilized for re-testing.) Beginning with fiscal year 1973, this procedure has been reversed. Current army regulations with respect to AFWST stipulate that Form 6 will be utilized as the primary test instrument, with AFWST Form 5 being administered only for retests (AR 601-270, Change 5, Par. 4-10c(5).) Since the eligibility criterion of a raw score of 50 on both forms remains the same, this new procedure evidently means lower mental

requirements on initial examinations: 61 percentile score beginning with fiscal year 1973 vs. 65 percentile score as was formerly determined (in fiscal year 1972) by AFWST Form 5.

Navy. The eligibility criteria remained unchanged. The minimum qualifying raw scores have been 36 and 41 on AFWST Forms 5 and 6, respectively -- equivalent to a percentile score of 50 (Table 2). (Current Navy data indicate the exclusive use of AFWST Form 5 on initial examination.)

Marine Corps. The minimum qualifying raw scores have been 42 and 47 on AFWST Forms 5 and 6, respectively -- equivalent to a percentile score of 57 (Table 2). (Current Marine Corps data show the use of both AFWST Forms, in the ratio of about 2:1 -- Form 5 to Form 6.)

Air Force. The minimum raw score requirements have been the same as for the Marine Corps: namely, 42 and 47 on AFWST Forms 5 and 6, respectively -- equivalent to a percentile score of 57 (Table 2). (Current Air Force data indicate the exclusive use of AFWST Form 5 on initial examination.)

Obviously, the Army had the lowest minimum mental requirements prior to fiscal year 1972, and the highest since then, even after prescribing (beginning with fiscal year 1973) AFWST Form 6 as the primary mental test instrument.

Educational Prerequisite

There prevails a substantial positive correlation between educational attainment and scoring on the military mental tests. This is especially true when educational attainment is correlated with scores on verbal ability and arithmetic reasoning, as it is in the case of the AFWST. As a prerequisite to enlistment, a female applicant "must possess a certificate of graduation from high school or present evidence that she successfully completed the high school General Education Development (GED) Test" (6). Evidently, this educational attainment requirement is apt to favorably affect the distribution of the qualified female applicants for enlistment by mental score.

Source of Data

The mental evaluation of the female applicants for enlistment presented here is based on the following data (a) Distribution of female enlisted strength by mental score and military service, as of 30 June 1971 -- derived from the "Female Enlisted Personnel File of the Military Services," and (b) similar distribution of female enlisted accessions in fiscal year 1972 -- derived from the USAREC (United States Army Recruiting Command) File.

Presentation of Data

As well known, in case of the AFQT the "raw scores" are immediately converted into "percentile scores" on the basis of specific conversion tables applicable to the particular test(s) and are so recorded on the examination reports (11-13). Not so in the case of the AFWST. Only the Navy converts and records the raw scores as percentile

scores. The other military services: the Army, the Marine Corps, and the Air Force record the raw scores. Consequently, the distribution of female applicants by mental score, as recorded in the above-mentioned Master File and USAREC File, are by percentile score for the Navy, and by raw score for the other military services. (Unfortunately, this fact has been overlooked in the past and all recorded AFWST scores have been erroneously interpreted as "percentile scores.")

For comparative analysis, as well as for a more comprehensive interpretation of the mental scores, all raw scores, namely, those of the Army, Marine Corps, and the Air Force, were converted into percentile scores. Since the Army and the Air Force used AFWST Form 5 only, as indicated above, the conversion table as given in Appendix B (based on AFWST Form 5) was used for converting their raw scores into percentile scores. In case of the Marine Corps, which used both AFWST Forms 5 and 6, the separate percentile scores, as shown on Table 2 for either form, were used. More explicitly, for the Marine Corps two separate distributions of their raw scores were available: one based on AFWST Form 5; the other based on AFWST Form 6. Each distribution was accordingly converted into percentile score on the basis of Table 2 and then combined to provide a total distribution by percentile score.

The percentile scores are presented here for each military service by a. detailed cumulative distributions; b. quartile scores; and c. mental category.

Female Enlisted Strength as of 30 June 1971

General. The mental evaluation of the female enlisted strength as of 30 June 1971 is limited here to female applicants who enlisted during the period from the beginning of calendar year 1969 through June 1971, who were on active duty as of the latter date, and whose mental scores were known. This limitation was intended to present the most recent available data, for comparison with the 1972 fiscal year data.

This evaluation includes some 19,674 female enlistees, numerically distributed by military service as follows: Army -- 7,774; Navy -- 3,484; Marine Corps -- 1,203; and the Air Force -- 7,213. In terms of percent, the corresponding distribution is: Army -- 39.5; Navy -- 17.7; Marine Corps -- 6.1; and Air Force -- 36.7.

Detailed Cumulative Distributions by Percentile Score. Detailed cumulative distributions of these enlistees by percentile score are presented in Table 3 and graphically depicted in Figure 2, by military service.

As could be expected, these data indicate wide differences in these distributions by military service due basically to the fact that the criteria of eligibility differed by military service. To recall, the minimum mental eligibility requirements, in terms of percentile scores, were during this period for the Army -- 42; Navy -- 50; Marine Corps and Air Force -- 57. Because of its lower minimum mental requirement, the Army shows for this period the least favorable distribution (its graph, Figure 2, is the farthest to the right); next comes the Navy,

followed by the Marine Corps, and then by the Air Force -- showing progressively more favorable distribution, in order named.

Table 3

Selected Female Enlisted Strength: Percent of Female Enlistees Who Scored Specified Percentile Score or Higher on the Armed Forces Women's Selection Test (AFWST), by Military Service
(As of 30 June 1971)^a

Specified Percentile Score or Higher	Percent by Military Service			
	Army	Navy	Marine Corps	Air Force
93	4.6	4.6	6.4	7.7
90	8.2	7.9	10.5	15.1
85	13.9	14.0	17.1	29.2
80	23.7	25.0	27.3	51.9
75	32.0	34.4	40.5	67.0
70	42.6	44.9	54.0	80.6
65	54.2	55.0	65.9	89.7
60	69.8	70.7	93.8	98.8
57	74.8	76.6	100.0	100.0
55	77.7	80.7	—	—
50	90.1	100.0	—	—
45	94.7	—	—	—
42	100.0	—	—	—

^aSource: Female Enlisted Personnel Master File of the Military Services. The data are confined in this analysis to female enlistees who entered the military service in 1969 through June 1971 and whose mental scores were known.

It is noteworthy that the distribution of the female enlistees of the Air Force by percentile score is by far more favorable than that of the Marine Corps, although the minimum mental criteria of eligibility are the same for both services. It is presumably due to what may be termed "service preference" or "self selection," suggesting that proportionally more females apparently apply to ("chose") the Air Force, allowing thus

**Selected Female Enlisted Strength: Percent of Female Enlistees Who
Scored Specified Percentile Score or Higher on the Armed Forces
Women's Selection Test (AFWST), by Military Service
(As of June 1971)**

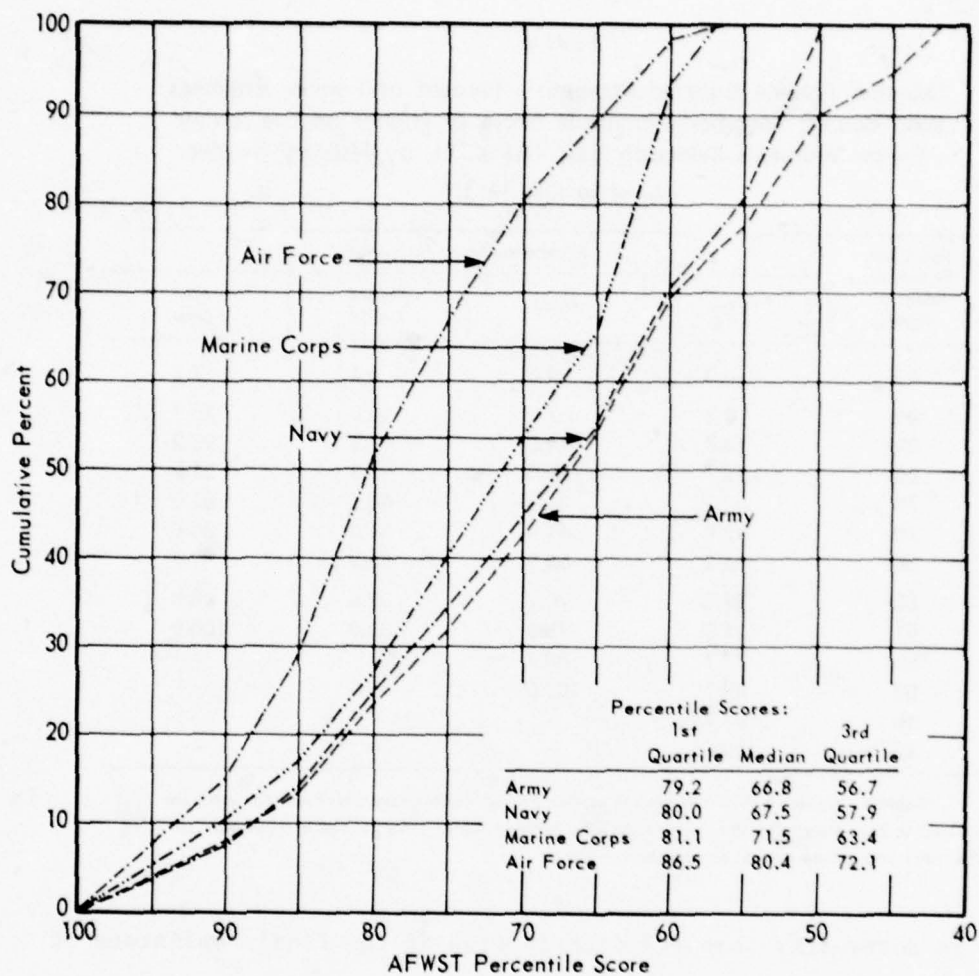


Figure 2

for a better selection, or that the female applicants for the Air Force are initially "qualitatively" better distributed. Of course, both factors may be involved.

Quartile Data. These differences by military service are indicated in a more condensed form in Figure 2, where the percentile scores are shown by quartile: 1st (Highest) Quartile; Median; and 3rd Quartile. The percentile scores by quartile were as follows:

Army --	79.2; 66.8 and 56.7
Navy --	80.0; 67.5 and 57.9
Marine Corps --	81.1; 71.5 and 63.4
Air Force --	86.5; 80.4 and 72.1 - for 1st, Median and 3rd Quartile, respectively.

This means, in case of the Army, for instance, that 25 percent of the female enlistees (1st Quartile) had percentile scores of 79.2 or higher; 50 percent (Median) had a percentile score of 66.8 or higher; and 75 percent (3rd Quartile) had a percentile score of 56.7 or higher. Corresponding interpretations apply to the other services. (None of the military services shows, of course, a percentile score lower than 42 -- the lowest "cut-off" point.)

Distributions by Mental Category. The same ranges of the percentile scores by mental category, as for the AFQT, are applied to the AFWST. Hence, the ranges of the percentile scores are as follows by mental category:

Mental Category I: 100-93; Mental Category II: 92-65;

Mental Category III: 64-31; Mental Category IV: 30-10.

(See Table 2; also Appendix B.)

The differences in the mental scores of the female enlistees by military service are further brought out in Table 4, which shows the percent distributions by mental category, and, additionally, by race: Caucasian, Negro; Other. Pronounced racial differences are to be noted for each military service, although they vary considerably among the military services.

Table 4

**Selected Female Enlisted Strength: Percent Distribution by
Mental Category on the Armed Forces Women's
Selection Test (AFWST), by Military Service and Race
(As of 30 June 1971)^a**

Military Service	AFWST		Percent Distribution by Race			
	Mental Category	Percentile Score	Total	Caucasian	Negro	Other
All Services: Total			100.0	100.0	100.0	100.0
	I	(100-93)	5.9	6.7	1.7	2.6
	II	(92-65)	62.4	65.1	49.3	45.0
	IIIa-c	(64-42)	31.7	28.2	49.0	52.4
Army: Total			100.0	100.0	100.0	100.0
	I	(100-93)	4.6	5.5	1.4	*
	II	(92-65)	49.6	54.1	33.8	*
	IIIa-c	(64-42)	45.8	40.4	64.8	*
Navy: Total			100.0	100.0	100.0	100.0
	I	(100-93)	4.6	4.9	0.4	*
	II	(92-65)	50.4	52.7	20.9	*
	IIIa-b	(64-50)	45.0	42.4	78.7	*
Marine Corps: Total			100.0	100.0	100.0	100.0
	I	(100-93)	6.4	7.2	2.6	*
	II	(92-65)	59.5	62.3	47.6	*
	IIIa	(64-57)	34.1	20.5	49.8	*
Air Force: Total			100.0	100.0	100.0	100.0
	I	(100-93)	7.7	8.7	2.2	*
	II	(92-65)	82.0	82.4	79.8	*
	IIIa	(64-57)	10.3	8.9	18.0	*

* Numbers too small for reliable distributions.

^aSource: Female Enlisted Personnel Master File of the Military Services. The data are confined in this analysis to female enlistees who entered the military service in 1969 through June 1971 and whose mental scores were known.

For all services combined, the Negro female enlistees, who constituted 15.3 percent of the total female strength as of 30 June 1971, contributed 4.4 percent to the total number of female enlistees in mental category I; 12.2 percent -- to those in mental category II; and 23.7 percent -- to those in mental category III (Table 5.)

Table 5
Female Enlisted Strength: Percent Distribution of
Mental Categories, by Race
(As of 30 June 1971)^a

Mental Category	Percent Distribution by Race (Each Row = 100.0%)		
	Caucasian	Negro	Other
Total	83.3	15.3	1.4
I	94.7	4.4	0.9
II	86.8	12.2	1.0
III	74.1	23.7	2.2

^aSource: Female Enlisted Personnel Master File of the Military Services. The data are confined in this analysis to female enlistees who entered the military service in 1969 through June 1971 and whose mental scores were known.

As may be additionally seen from Table 5, "Other" female enlistees also contributed proportionally less to the higher (I and II) mental categories.

Female Enlisted Accessions in Fiscal Year 1972

General Characteristics. According to the data supplied by the United States Army Recruiting Command (USAREC), some 13,727 females enlisted in the Armed Forces in fiscal year 1972 (Table 6). The 1972 data permit a relatively broader analysis than that employed in the preceeding discussion of the 1971 data. From the 1972 data, information became available not only with respect to the distribution of the female enlisted accessions by military service, race, and mental qualification -- as in the former data, but also information as to their distribution by age, educational attainment, and geographic area. Moreover, the 1972 data provide also medical information -- to be discussed separately (Section III).

Table 6
Female Enlisted Accessions, by Military Service and Race
(Fiscal Year 1972)^a

Military Service	Distribution by Race						
	Number				Percent		
	Total	Caucasian	Negro	Other	Caucasian	Negro	Other
Total	13,727	11,616	1,982	129	84.6	14.5	0.9
Army	6,011	4,910	1,056	45	81.7	17.6	0.7
Navy	2,194	2,029	146	19	92.5	6.6	0.9
Marine Corps	721	592	119	10	82.1	16.5	1.4
Air Force	4,801	4,085	661	55	85.1	13.8	1.1

^aSource: Derived from the United States Army Recruiting Command (USAREC) File.

By military service, the accessions of female enlistments in fiscal year 1972 were distributed as follows: Numerically, Army -- 6,011; Navy -- 2,194; Marine Corps -- 721; Air Force -- 4,801 (Table 6); in terms of percent: Army --43.8; Navy -- 16.0; Marine Corps -- 5.2; Air Force -- 35.0.

By race, the Negro female enlistments comprised 14.5 percent of all enlistments, varying by military service: Army -- 17.6 percent of its total female enlistments; Navy -- 6.6 percent; Marine Corps -- 16.5 percent; Air Force -- 13.8 percent. The proportion of "Other" female enlistments fluctuates around 1 percent, by military service (Table 6).

By age, the most significant fact to be noted with respect to the distribution of female enlistments by age is that the bulk of the enlistments comes from the youngest (18-19) age group. This is indicated by the 1972 data (Table 7) and substantiated by former data (19). This fact is particularly important in projecting future female military needs.

Table 7
**Female Enlistment Accessions: Percent
Distribution by Military Service and Age**
(Fiscal Year 1972)^a

Age Group	Percent by Military Service				
	All Services	Army	Navy	Marine Corps	Air Force
Total	100.0	100.0	100.0	100.0	100.0
18-19	62.7	59.2	72.5	71.5	61.2
20-21	21.6	23.4	18.4	16.7	21.5
22 & Over	15.7	17.4	9.1	11.8	17.3
Mean Age (in years)	20.1	20.2	19.6	19.8	20.2

^aSource: Derived from the United States Army Recruiting Command (USAREC) File.

Almost two-thirds of the female enlistments come from the (18-19) -- 2-year-age-interval, and somewhat above one-third comes from the older (20 years and above) -- at least a 5-year-age-interval. The mean ages

by military service were found to be: All services -- 20.1 years; Army -- 20.2 years; Navy -- 19.6 years; Marine Corps -- 19.8 years; and the Air Force -- 20.2 years. The basic age criteria of eligibility for female applicants for enlistment, with no prior service, are "Women applying must be not less than 18 years of age and not have reached 35th birthday" (6).

By educational attainment, as indicated before, female applicants for enlistment must be at least high school graduate or have successfully completed a high school equivalent on the General Educational Development (GED) Test. The 1972 data show that only the Army and the Marine Corps had a certain percent of their enlistees qualified on the GED: Army -- 11.3 percent; Marine Corps -- 3.6 percent. The Air Force shows the highest proportion of college graduates among its female enlistees; namely, 7.0 percent (Table 8).

Table 8
**Female Enlisted Accessions: Percent Distribution by
Military Service and Educational Attainment**
(Fiscal Year 1972)^a

Educational Attainment	Percent by Military Service				
	All Services	Army	Navy	Marine Corps	Air Force
Total	100.0	100.0	100.0	100.0	100.0
Completed High School	79.3	69.9	87.1	87.1	86.3
Some College Training	12.3	17.1	12.1	8.9	6.7
College Graduates	3.3	1.7	0.8	0.4	7.0
GED ^b	5.1	11.3	—	3.6	—

^aSource: Derived from the United States Army Recruiting Command (USAREC) File.

^bPassed the High School General Educational Development (GED) Test.

By geographic area, East North Central, South Atlantic, Middle Atlantic, and Pacific are the four highest ranking geographic divisions, in regard to female enlistees -- in order named (Table 9).

Table 9
**Female Enlisted Accessions: Percent Distribution by
Military Service and Geographic Division**
(Fiscal Year 1972)

Geographic Division ^a	Percent by Military Service				
	All Services	Army	Navy	Marine Corps	Air Force
United States: Total	100.0	100.0	100.0	100.0	100.0
New England	5.2	3.9	6.7	5.3	6.2
Middle Atlantic	13.0	11.7	15.1	10.8	14.2
East North Central	20.5	21.3	19.3	25.8	19.1
West North Central	10.1	9.8	14.4	10.0	8.4
South Atlantic	15.7	16.5	10.4	17.5	16.9
East South Central	8.1	10.4	4.3	6.6	7.0
West South Central	10.8	8.7	9.1	10.9	14.3
Mountain	5.2	4.6	8.1	5.8	4.6
Pacific	11.4	13.1	12.6	7.3	9.3

^aStates within each geographic division: New England—Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut; Middle Atlantic—New York, New Jersey, Pennsylvania; East North Central—Ohio, Indiana, Illinois, Michigan, Wisconsin; West North Central—Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas; South Atlantic—Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida; East South Central—Kentucky, Tennessee, Alabama, Mississippi; West South Central—Arkansas, Louisiana, Oklahoma, Texas; Mountain—Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada; Pacific—Alaska, California, Hawaii, Oregon, Washington (according to the Bureau of The Census).

Any comparative view of the geographic distribution of the 1972 female enlisted accessions, as shown in Table 9 by military service, would reveal definite geographic "service-preference." This can be readily ascertained by a statistical (chi-square) analysis of the data -- in comparing the actual number of accessions of each military service within each geographic

area with the corresponding expected number of accessions based on the overall distribution of the accessions by geographic area and military service (Section 9.8; (20)). To roughly indicate such preference, the following symbols were adopted: (+) -- signifying that the actual number exceeds the expected number; (-) -- signifying that the actual number is smaller than the expected; and (v) -- signifying that the actual number and the expected numbers are close. So symbolized, the military services are distributed as follows by geographic area with respect to "service preference":

<u>Geographic Area</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>
New England	(-)	(+)	(v)	(+)
Middle Atlantic	(-)	(+)	(-)	(+)
East North Central	(+)	(-)	(+)	(-)
West North Central	(-)	(+)	(v)	(-)
South Atlantic	(+)	(-)	(+)	(+)
East South Central	(+)	(-)	(-)	(-)
West South Central	(-)	(-)	(v)	(+)
Mountain	(-)	(+)	(+)	(-)
Pacific	(+)	(+)	(-)	(-)

To be sure, the intensity or proficiency of recruiting by a military service within a particular geographic area may play as well an important role in regard to "service preference."

Mental Qualification: General. For the mental evaluation of the female enlistees in fiscal year 1972, three tables (Table 10-12) and one chart (Figure 3) were prepared. The data presented in these tables correspond to those in Tables 3-5 and Figure 2 related to the female enlistment strength as of 30 June 1971.

Table 10

**Female Enlisted Accessions: Percent of Female Enlistees Who
Scored Specified Percentile Score or Higher on the Armed Forces
Women's Selection Test (AFWST), by Military Service
(Fiscal Year 1972)^a**

Specified Percentile Score or Higher	Percent by Military Service			
	Army	Navy	Marine Corps	Air Force
93	12.4	5.2	5.9	7.0
90	20.3	8.1	10.1	13.0
85	32.8	14.2	16.7	24.2
80	52.5	26.8	27.2	44.2
75	67.2	36.0	38.5	60.7
70	82.9	46.0	52.7	75.2
65	98.6	55.8	65.5	86.7
60	99.1	70.6	91.7	97.1
57	99.2	76.0	100.0	100.0
55	99.3	79.0	—	—
50	99.8	100.0	—	—
42	100.0	—	—	—

^aSource: Derived from the United States Army Recruiting Command (USAREC) File.

Detailed Cumulative Distributions by Percentile Score. Except for the Army, the 1972 detailed cumulative distributions of the other military services by percentile score reveal in general relatively small differences when compared with the corresponding 1971 data. (Compare Table 10 and 3 and Figures 2 and 3.) The Army, however, indicates

Female Enlisted Accessions: Percent of Female Enlistees Who Scored Specified Percentile Score or Higher on the Armed Forces Women's Selection Test (AFWST), by Military Service (Fiscal Year 1972)

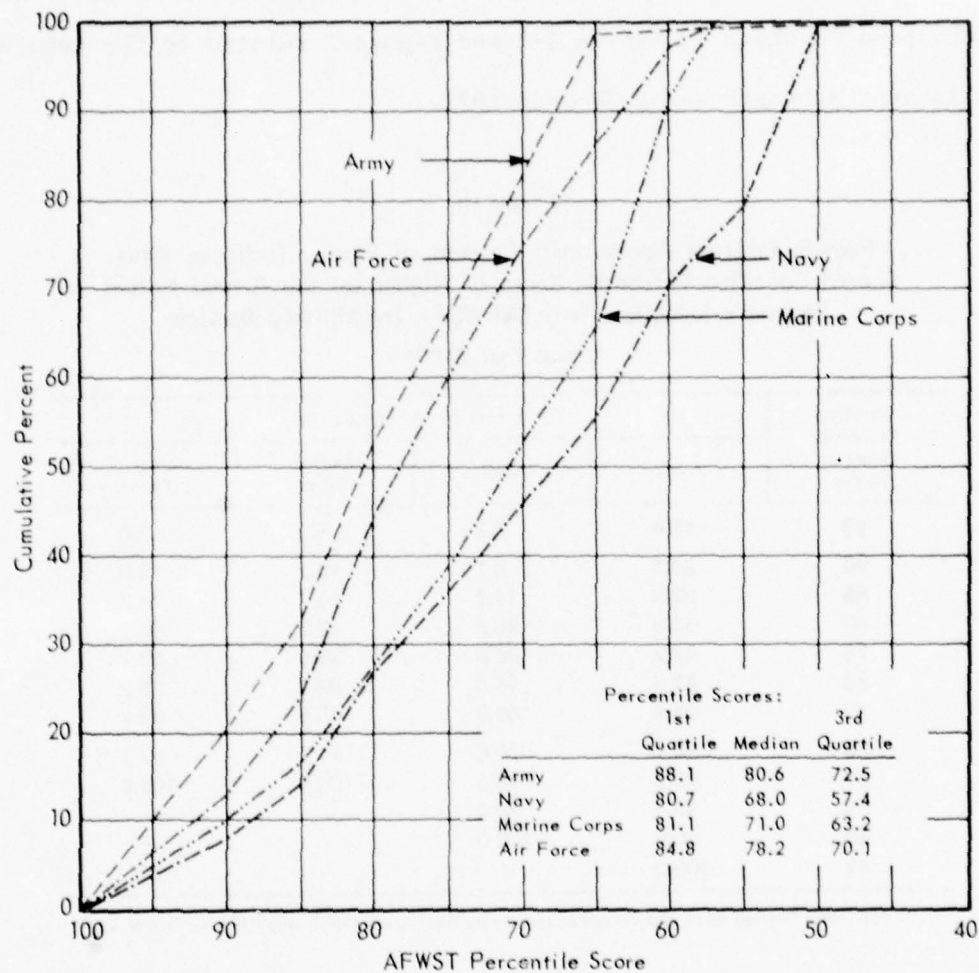


Figure 3

pronounced differences, as its minimum mental eligibility requirement was changed from a former percentile score of 42 to an operational minimum of 65 percentile score based on AFWST Form 5. As a result of this change, the graph showing the Army's cumulative percentages of percentile scores moved from the extreme right in Figure 2 to the extreme left in Figure 3.

Quartile Data. In terms of quartiles, the 1972 data show the following percentile scores, by military service:

Army -- 88.1; 80.6 and 72.5

Navy -- 80.7; 68.0 and 57.4

Marine Corps -- 81.1; 71.0 and 63.2

Air Force -- 84.8; 78.2 and 70.1 - for 1st (Highest), Median, and
3rd Quartile, respectively (Figure 3)

The Army experienced thus in fiscal year 1972 by far the most favorable mental distribution, followed -- on a regressive scale -- by the Air Force, the Marine Corps, and last by the Navy.

Distributions by Mental Category. Additional data dealing with mental qualification of the female enlistees in fiscal year 1972 are presented in Table 11 -- by mental category, military service, and race, and in Table 12, showing the distribution of each mental category by race.

The 1972 data (Table 11) indicate a most significant improvement in the distribution of Negro female enlistees by mental category. This holds not only for the Army, due to its raised mental requirement, but also for the Navy and the Marine Corps though they did not change their

mental requirements. For all military services, for instance, 84.8 percent of the Negro female enlistees in 1972 were in mental categories I and II, as compared with 51.0 percent of the Negro female strength as of 30 June 1971, notwithstanding the fact that the percent of Negro female enlistees was lower in 1972 than in 1971: 14.5 percent in fiscal year 1972 vs. 15.3 percent as of 30 June 1971. (Compare Tables 12 and 5.)

Table 11

**Female Enlisted Accessions: Percent Distribution by
Mental Category on the Armed Forces Women's Selection
Test (AFWST), by Military Service and Race
(Fiscal Year 1972)^a**

Military Service	AFWST		Percent Distribution by Race			
	Mental Category	Percentile Score	Total	Caucasian	Negro	Other
All Services: Total			100.0	100.0	100.0	100.0
	I	(100-93)	9.0	9.6	5.6	4.1
	II	(92-65)	76.5	76.2	79.2	68.1
	IIIa	(64-57)	10.2	10.0	10.6	25.4
	IIIb	(56-50)	4.2	4.1	4.5	1.6
	IIIc	(49-42)	0.1	0.1	0.1	0.8
Army: Total			100.0	100.0	100.0	100.0
	I	(100-93)	12.4	13.3	8.9	*
	II	(92-65)	86.2	85.4	89.6	*
	IIIa	(64-57)	0.5	0.6	0.1	*
	IIIb	(56-50)	0.6	0.5	1.2	*
	IIIc	(49-42)	0.3	0.2	0.2	*
Navy: Total			100.0	100.0	100.0	100.0
	I	(100-93)	5.2	5.5	2.1	*
	II	(92-65)	50.6	53.0	19.9	*
	IIIa	(64-57)	20.7	20.1	24.1	*
	IIIb	(56-50)	23.5	21.4	53.9	*
Marine Corps: Total			100.0	100.0	100.0	100.0
	I	(100-93)	5.9	6.1	5.1	*
	II	(92-65)	59.6	61.7	50.8	*
	IIIa	(64-57)	34.5	32.2	44.1	*
Air Force: Total			100.0	100.0	100.0	100.0
	I	(100-93)	7.0	8.1	1.2	*
	II	(92-65)	79.7	79.6	80.5	*
	IIIa	(64-57)	13.3	12.3	18.3	*

*Numbers too small for reliable distributions.

^aSource: Derived from the United States Army Recruiting Command (USAREC) File.

Table 12

**Female Enlisted Accessions: Percent Distribution of
Mental Categories, by Race
(Fiscal Year 1972)^a**

Mental Category	Percent Distribution by Race (Each Row = 100.0%)		
	Caucasian	Negro	Other
Total	84.6	14.5	0.9
I	90.1	9.5	0.4
II	83.5	15.7	0.8
III	82.3	15.9	1.8

^aSource: Derived from the United States Army Recruiting Command (USAREC) File.

Comparative Distribution of Male and Female Enlistees by Mental Category

The effects of the high mental eligibility criteria for female applicants for enlistment are most conspicuously reflected in comparing the distribution of female enlistees by mental category with that of male enlistees, as presented in Table 13 for fiscal year 1972. The female enlistees counted 85.5 percent in mental categories I and II, as compared with 34.6 percent of the male enlistees in these mental categories -- proportionally, 2.5 times as many as male enlistees. Only 14.5 percent of the female enlistees were in mental category III, as compared to 48.6 percent of male enlistees in this mental category. Furthermore, the female enlistees in mental category III are in the upper range of the percentile scores; there are practically no female enlistees scoring below 50 percentile. Of course, there are no female enlistees in mental category IV, whereas 16.8 of the male enlistees are in this mental category (Table 13.)

Table 13

**Comparative Percent Distributions of
Male and Female Enlistees by
Mental Category
(Fiscal Year 1972)^a**

Mental Category ^b	Male	Female
Total	100.0	100.0
I	4.2	9.0
II	30.4	76.5
IIIa-b	23.5	14.4
IIIc	25.1	0.1
IV	16.8	—

^aSource: Male enlistees: Qualitative Distribution Report of Male Enlistments, Inductions, and Rejections, July 1971 — June 1972, USAREC; female enlistees: Table 11.

^bThe ranges of the mental categories by percentile scores are the same for male and female enlistees, except for the subgroups of mental category III. The range for IIIa-b for male enlistees is 64-49 percentile scores, and for female enlistees — 64-50 percentile scores. The ranges for IIIc are thus 48-31 and 49-31 percentile scores for male and female enlistees, respectively.

Questions Posed

As a result of the preceeding findings, two fundamental questions may be posed: One — specific; the other — general.

The specific question relates to the diverse basic mental criteria as applied by the military services. Granted, that there might be certain interservice differences in the potential assignments for female applicants, yet a basic question may still be raised. Are these interservice differences in potential assignments adequate enough to justify the wide interservice differences in the mental criteria -- ranging from a raw score of 50 on both AFWST Forms 5 and 6 (equivalent to a percentile score of 65 and 61, respectively) as required by the Army, to raw scores of 42 and 47 on the AFWST Forms 5 and 6, respectively (equivalent to percentile scores of 57) -- as required by the Marine Corps and the Air Force

and to raw scores of 36 and 41 on AFWST Forms 5 and 6, respectively (equivalent to a percentile score of 50) -- as required by the Navy?

Moreover, a supplementary question may be asked in this connection in regard to the basic mental criteria of the Army: Why the "double eligibility standard"? If the higher standard of 65 percentile was intended for initial examination and the lower standard of 61 percentile for "retests," why then was this procedure reversed at the beginning of the current fiscal year 1973?

The general question is: Why should the mental standards for female applicants be so much higher than for male applicants? The answer to this question is that the recruiting needs for women can be fulfilled by applying the higher standards, and this is to the advantage of the military services. However, circumstances might arise which might necessitate changing the current mental standards, either because of increasing recruiting needs, as evidenced by the planned recruiting of women (Figure 1), or through "social pressure" by regarding the higher mental standards for women as "discriminatory." Whatever the potential causes for changes in the mental standards of women might be, it seemed pertinent to provide data which would indicate the impact of such changes on the potential recruiting needs of women.

Potential Effects of Changed Mental Standards

Concretely, the potential effects of changed mental standards are expressed in terms of expected percent of female applicants for enlistment who would qualify under specified mental requirements. These percentages were derived from current data relating to the distribution of applicants by mental score -- restricted here to high school graduates, which is the current educational prerequisite for female applicants for enlistment.

The specified AFWST standards used here are:

- a. The current minimum mental requirements (different for each service, as shown above);
- b. Minimum percentile score of 57 - for all services (now applied by the Marine Corps and the Air Force);
- c. Minimum percentile score of 50 - for all services (now applied by the Navy);
- d. Minimum percentile score of 31 - for all services;
- e. Minimum percentile score of 21 - for all services.

The expected percent of female applicants - high school graduated - who would qualify for enlistment under the above - specified minimum mental standards are: a. 40.52; b. 45.61; c. 55.75; d. 77.69 and e. 85.94 percent.

These estimates are based on mental requirements alone, discounting at this point their potential medical disqualifications, discussed in the following Section III.

III. MEDICAL EVALUATION

General

The medical examination of female applicants for enlistment for determining their medical fitness for military service is performed at the Armed Forces Examining and Entrance Stations (AFEES), as for male applicants for enlistment. The scope of examination is basically the same for both sexes. To begin with, each examinee is required, prior to being medically examined, to complete Standard Form 93: Report of Medical History. (See Appendix C (1) for copy of the form; formerly, Standard Form 89.)

Standard Form 93 (Report of Medical History)

This form is designed to provide a brief statement by the examinees about their present state of health and medications currently used (item 8), followed by questions - requiring a "yes or no" answer - to a series of items related to (a) their past and present state of health (items 9 and 11); (b) their occupational status (item 13); and (c) other medical and social problems (items 15 through 24). There are questions on the form specifically related to female applicants (item 12). The primary objective of this report is to alert the examining physician to any existing health and social problems that might prove important for the medical evaluation. The examining physician is therefore required to summarize on the form any pertinent data relating to examinee's medical history (AR40-501, Chapter 10, para 10-15) (4).

Standard Form 88 (Report of Medical Examination)

The medical findings are reported on the Standard Form 88: Report of Medical Examination. (See Appendix C (2) for copy of the form.) It contains certain personal data concerning the examinee, as the date and place of his birth, sex, race, etc., plus data on the purpose of examination, and principally detailed medical data.

The medical data consist of (a) a clinical evaluation of the various parts of the human body - indicating any abnormalities discovered during the examination, whether disqualifying or not (items 18-42); (b) laboratory findings, as urinalysis, chest x-ray, serology, etc. (items 45-50); (c) physical measurements and other findings such as height, weight, build, blood pressure, vision, and audiometric readings (items 51-71); (d) notes and summary of defects and diagnoses, as well as recommendations with respect to the medical findings (items 73-75); (e) determination of military fitness (item 77); (f) listing of the disqualifying defects by item number, as specified on this form (item 78); and (g) evaluation of functional capacity, as expressed by the examinee's physical profile and physical category (item 76). (The last item will be discussed in detail later.) The dental chart (item 44) is not completed; however, any dental defects or disease are to be specified under "Remarks", (item 44). (For more details, see AR 601-270, para. 4-18 and 4-23 (5).)

Basic Medical Eligibility Criteria for Female Applicants with No Prior Service

To medically qualify for military service, female applicants for enlistment without prior military service must: "(1) Meet procurement medical fitness standard prescribed in Chapter 2,

AR 40-501, except that minimum medical fitness standards will be those identified by a physical profile serial of 1112211, and (2) meet any additional requirements prescribed for the specific option for which enlisting" (AR 601-210, Table 2-1) (5).

The present discussion is confined to the general medical requirements, as stated in (1) above - appraising first the medical standards under AR 40-501, chapter 2 (4), and then the meaning of the physical profile system, in general, and of the profile serial 111221, in particular.

AR 40-501, Chapter 2: Medical Standards for Appointment, Enlistment and Induction

These are peacetime medical standards. These regulations set forth the medical (physical and Psychiatric) conditions which are "causes for rejection for military service in peacetime" - in distinction from the medical mobilization standards set forth in AR 40-501, Chapter 6: Medical Fitness Standards for Mobilization (4).

As stated in Chapter 2 (AR 40-501), these medical standards apply to both male and female applicants for enlistment. Except for the weight-height standards and other standards specifically applicable to female applicants (e.g. certain defects of the genitourinary system), the medical causes for disqualification are the same for both sexes (4). However, the basic criteria for eligibility, from a functional point of view (physical profiling), as stated in AR 601-210, differ from the corresponding criteria applied to male applicants for enlistment (6). (Oddly

enough, disqualifications for history of psychiatric disease and for venereal disease are not specified as medical, but as "non-available moral and administrative" disqualifications, under AR 601-210, Table 6 (6).)

Physical Profiling: General

To recall, the basic eligibility criteria for female applicants state that the "minimum medical fitness standards will be those identified by a physical profile serial 1112211" (6). This numerical designation refers to a grading system under the PULHES factors -- a system established for evaluating the "functional capacity of the examinees". This system was adopted early in 1944.

The primary objective of profiling has been to evaluate, on the basis of the medical findings, the individual's physical capacity from a functional rather than from a diagnostic point of view. This is particularly important with respect to individuals found qualified for military service. Initially, the profile system had a twofold purpose. It was intended (a) to provide an adequate qualitative distribution of the available qualified manpower between the various military services - a distribution which was very much unbalanced during World War II and which had placed the Army, particularly the Army Ground Forces, in a very unfavorable position; and (b) to fulfill another function - at present the sole function, namely, assessing the individual's ability to perform particular military duties. To accomplish its aims, it became clear that such an assessment of the medical findings should be couched in terms readily understandable by non-medical men in charge of the military assignments. The PULHES

profile system was thus instituted which was a modified adaptation of the PULHEMS system developed by the Canadian Army for the same purpose. (For more details see (10).)

PULHES -- Profile Factors

- P -- Physical capacity or stamina: General physical capacity or stamina and organic defects or diseases, which effect general physical capacity and which do not fall under the other specific factors of the profile system;
- U -- Upper extremities: Functional use of hands, arms, shoulder girdle, and spine (cervical, thoracic, and upper lumbar in regard to strength, range of motion, and general efficiency;
- L -- Lower extremities: Functional use of the feet, legs, pelvic girdle, lower back musculature, and lower spine (lower lumbar and sacral) in regard to strength, range of motion, and general efficiency;
- H -- Hearing and ear defects: Auditory acuity and diseases and defects of the ear;
- E -- Eyes: Visual acuity and diseases and defects of the eye;
- S -- Psychiatric: Personality, emotional stability, and psychiatric diseases, including history of such.

Except for the P factor, each profile factor thus relates either to the functional capacity of a specific organ or organs, or to a specific evaluation as the S factor. The P factor, however, is both specific and general. It is specific in that it refers to the functional capacity of parts of organs of the body not specified under the other profile factors (U, L, H, E, S); it is general in that it is affected by the extent to which defects of any organ, including disorders of a psychiatric nature, are affecting the individual's general function capacity. In the former (specific) sense, the "P" factor normally includes conditions of the heart

respiratory system; gastrointestinal system; genitourinary system; nervous system; allergic, endocrine, metabolic, and nutritional diseases; diseases of the blood and blood-forming organs; dental conditions; diseases of the breast; and other organic defects and diseases which do not fall under specific factors of the system. In arriving at a profile under this factor, build, strength, endurance, height-weight-body-build relationship, agility, energy, and muscular coordination are likewise to be considered. (See AR 40-501, Chapter 9.) (4); also (11-120).

Original Physical Profiling

Original Grading of the PULHES Factors. In evaluating the examinee's profile, each of the PULHES factors has been graded on a numerical scale from 1 to 4, according to the functional capacity of the particular factor. As originally defined, grade 1 represented functional efficiency above the average, with no physical defects or minimal physical defects; grade 2 represented average functional efficiency, with mild nonprogressive physical defects; grade 3 represented functional efficiency below the average, with moderate physical defects (borderline); and grade 4 represented functional capacity below the existing minimum requirements for military service (11).

The separate grades under the PULHES factors are recorded as item 76a, Standard Form 88 (Appendix C(2)).

Original Physical Categories: A, B, C, and E. Based on his grading under the PULHES factors, each examinee has been assigned a physical category, in the following manner:

- Physical Category A: Each of the PULHES factors is graded 1; the sole physical profile serial is hence IIIIII;
- Physical Category B: One or more of the PULHES factors is graded 2, none higher than 2. The maximum profile is thus 222222;
- Physical Category C: One or more of the PULHES factors is graded 3, none higher than 3. The maximum profile is thus: 333333;
- Physical Category E: One or more of the PULHES factors is graded 4.

The physical category is recorded under item 76b, Standard Form 88 (Appendix C(2).)

Original Qualification Criteria. Under the original physical profiling -- prior to 1961, when the new medical standards became effective (5) -- the first three grades (1, 2, and 3) were considered acceptable for military service. Only grade 4 represented defects below the minimum standards for enlistment and induction (2;3).

Examinees in physical categories A, B, and C were thus considered qualified for military service under the original profiling system. (Between 10 and 11 percent of the male youths who entered the Army during the 1953-1960 period were in physical category C; (12).)

Current Physical Profiling

General. The profiling system was revised early in 1962. The PULHES factors used for evaluating the examinee's functional capacity remained. Likewise, the four numerical designations (grades 1 to 4) as well as the assignment of the physical categories (A, B, C and E) are also the same as before. However, the meaning of the grades has been redefined, and the qualification criteria based on the physical categories have been radically changed.

Current Grading of the PULHES Factors. Under the current profiling system, grade 1 signifies high level of medical fitness and, consequently, fitness for any military assignment; grade 2 indicates some medical condition or a physical defect that may impose some limitation on initial MOS classification (both grade 1 and 2 are qualifying under the current procurement medical standards); grade 3 signifies certain restrictions in assignments -- disqualifying under the current procurement standards (AR 40-501, chapter 2) (4), but qualifying under the mobilization standards (AR 40-501, chapter 6) (4); grade 4 refers to defects disqualifying even under mobilization standards (AR 40-601, chapter 9) (4).

Current Physical Categories: A, B, C, and E. Under the current profile system:

Physical Category "A" identifies individuals who meet the peacetime procurement standards (AR 40-501, Chapter 2) (9) and who possess all the functional capabilities to be trained in any MOS;

Physical Category "B" identifies individuals who also meet the peacetime procurement standards, but are lacking at least one of the functional capabilities required by certain MOS;

Physical Category "C" indicates the examinee does not meet the peacetime procurement standards, but does meet the mobilization standards (AR 40-501, Chapter 6) (4); and

Physical Category "E" indicates that the examinee does not meet medical fitness standards for military service during peacetime or mobilization.

Current Qualification Criteria. Inasmuch as only individuals in physical categories A and B meet the current procurement standards, only those in these physical categories are currently acceptable for military service -- specifically defined in the current regulations as follows:

Physical Category	Description/Assignment Limitation	Medical Criteria
A. Profile Serial 111111	No assignment limitation. Is considered medically fit for initial assignment under all PULHES factors for Ranger, Airborne, Special Forces training and training in any MOS.	No demonstrable anatomical or physiological impairment within standards established in appendix VIII. (See Appendix D.)
B. Profile Serial with a "2" as the lowest numerical designator	No significant assignment limitation. Combat fit. May have minor impairment under one or more PULHES factors which disqualify for certain critical MOS training or assignment.	Minor loss of digits, minimal loss of joint motion, visual and hearing loss below those prescribed for Code A in appendix VIII. (See Appendix D.)

Clearly, physical categories A and B refer to "combat fit" individuals.

Individuals in physical category C are not acceptable under the current procurement standards. (To repeat, such individuals comprised during the 1953-1960 period between 10 and 11 percent of male youths who entered the Army.)

Application of the Current Medical Criteria to Female Applicants for Enlistment

The current profiling system, as set forth by these regulations (AR 40-501, Chapter 9) (4) apply to all applicants for enlistment: male and female alike. Under these regulations, physical Category B, which is acceptable for military service, includes individuals graded 2 under all PULHES factors (222222). However, the requirement for female applicants, as stipulated in AR 601-210 (6), is a minimum profile serial of 111221; namely, female applicants graded 2 only under H, E or HE of the PULHES factors are acceptable.

The present basic medical ("combat-oriented") criteria of eligibility for enlistment are thus more limiting for female than for male applicants -- on top of the fact that major changes have been occurring in the occupational structure of the military services which should fully justify, if not necessitate, a basic reassessment of the current "combat oriented" medical standards, for male and female alike.

Distribution of Female Applicants of Enlistment by Physical Category

General. The data on the distribution of female applicants for enlistment by physical category, as shown in Table 14, relate to applicants medically examined in fiscal year 1972. The data are presented by military service.

Table 14

**Female Applicants for Enlistment: Distribution on
Initial Examination by Physical Category and Military Service
(Fiscal Year 1972)^a**

Military Service	Distribution by Physical Category				
	Total	A	B	C	E
Number					
Total	19,909	8,748	6,124	4,992	45
Army	6,941	2,770	2,072	2,081	18
Navy	4,039	1,799	1,210	1,019	11
Marine Corps	1,105	466	335	301	3
Air Force	7,824	3,713	2,507	1,591	13
Percent					
Total	100.0	43.9	30.8	25.1	0.2
Army	100.0	39.9	29.8	30.0	0.3
Navy	100.0	44.5	30.0	25.2	0.3
Marine Corps	100.0	42.2	30.3	27.2	0.3
Air Force	100.0	47.5	32.0	20.3	0.2

^aSource: Derived from United States Army Recruiting Command (USAREC) File.

Disqualifications for Medical Reasons. According to the current medical criteria of eligibility, discussed above, applicants for enlistments in physical categories C and E are not acceptable for military service -- male and female alike. The percent of female applicants in these C and E categories are found to be as follows by military service: Total - 25.3 percent; Army - 30.3 percent (highest percent); Navy - 25.5 percent; Marine Corps - 27.5 percent; and Air Force - 20.5 percent (significantly lower than for the other services). The differences in these medical disqualification data by military service could probably be attributed to the same factors as in the case of the corresponding differences in distributions by mental category; namely, "self-selection", or "service preference".

It is most important to note here -- for proper interpretation of the medical disqualification data -- that practically all medically disqualified female applicants (physical categories C and E) were profiled C (99.2 percent; Table 14), implying that they would be qualified under the mobilization standards (AR 40-501; Chapter 6)(4). Such an inference would be completely misleading. As in the case of male examined for military service, there is evidently no proper medical evaluation at the AFEES in terms of the mobilization standards. The C designation is to all appearances accomplished in a perfunctory manner, as the medical officers seemingly prefer it to an E designation, avoiding thus definitive determination (14). (World War II data relating to WAC show a rejection rate of 33.2 percent for medical reasons (17).)

Physical Category B by PULHES Factors

In addition to the unacceptable applicants in physical categories C and E there are also those in physical category B graded 2 under the PULHES factors except those so graded under H, E and HE, who are not acceptable for military service under the current basic medical criteria for women. A distribution of Physical Category B by separate PULHES factors was therefore prepared (Table 15).

As indicated in Table 15, 98 percent of the applicants in this physical category were so graded because of H, E and HE. Only 2 percent of physical category B were so classified for other reasons.

Table 15

**Female Applicants for Enlistment: Distribution on
Initial Examination by PULHES—Physical Category B
(Fiscal Year 1972)^a**

PULHES Factors	Applicants Graded 2	
	Number	Percent
Total	6,124	100.0
P	29	0.5
U	12	0.2
L	18	0.3
H	314	5.1
E	5,445	88.9
S	4	0.1
PH	4	0.1
PE	21	0.3
UE	8	0.1
LE	14	0.2
HE	245	4.0
Other	10	0.2

^aOnly those in Physical Category B graded 2 under H, E, or HE are acceptable under current regulations: AR 601-210. These examinees comprise 98.0 percent of Physical Category B.

It would be erroneous, however, to infer that by qualifying all female applicants in physical category B, as is case of male applicants, we would increase the physical category B only by 2 percent, or only by 0.6 percent the total number qualified. Inasmuch as grade 2 under the PULHES factors, except for H, E and HE factors, is disqualifying, there is seeminly a tendency to assign grade 3 to such individuals and hence profile them as C.

Obviously, the C classification involves both, many E's and seemingly some B's.

Physical Category C by PULHES Factors

The bulk of physical category C (86.9 percent; Table 16) is so classified under the P factor, which generally includes, as explained before, all disqualifying conditions or defects not specified under the remainder of the PULHES factors. This category also includes 1.2 percent under H (hearing) and 3.4 under E (eyes).

Table 16

**Female Applicants for Enlistment:
Distribution on Initial Examination by
PULHES—Physical Category C
(Fiscal Year 1972)**

PULHES Factors	Applicants Graded 3	
	Number	Percent
Total	4,992	100.0
P	4,336	86.9
U	20	0.4
L	63	1.3
H	61	1.2
E	169	3.4
S	62	1.2
PL	38	0.8
PH	39	0.8
PE	131	2.6
PS	37	0.7
Other	36	0.7

Disqualifying Defects.

No specific diagnostic distribution of the disqualifying defects of female applicants for enlistment is available. The present evaluation of the disqualifying defects had to be limited, therefore, to the listing of these defects by item-number, as specified on Standard 88 (item 78), which is very general in its diagnostic nomenclature. (See Standard Form 88 above)

Based on this listing, the five leading diagnostic items were as follows:

Weight (item 52) constituted 60.4 percent of the primary diagnosis. (It comprised about two-thirds of the combined primary, secondary, and tertiary diagnoses). Presumably this item is primarily overweight. (See Appendix E for the Weight-Height standards, which seemingly may require reassessment.)

Urinalysis (item 45) comprised 6.4 percent of the total disqualifying defects. (Of course, this is a laboratory finding -- not a diagnosis.)

Pelvis (item 43) comprised 4.0 percent of the listed disqualifying defects.

Vision (item 59) comprised 3.3 percent, and

Genito-Urinary System (item 34) comprised 2.3 percent of the listed disqualified defects.

Need for Specific Diagnostic Data

Evidently, this listing of the disqualifying defects if of little value for an adequate evaluation of the disqualifying

defects. It seems hence most important that the same procedure, as established for male examinees, be instituted for female applicants for enlistment; namely, copies of Standard Form 88 of all female applicants for enlistment who were disqualified for medical reasons should be forwarded to the Surgeon General, Army, for proper diagnostic coding. It is only on the basis of such specific diagnostic distributions that proper medical evaluation can be accomplished -- needed now especially with the projected increase in the recruiting of women for military service.

Qualification Rate.

Based on the data provided in Table 14, the percent of applicants for enlistment in the qualifying physical categories A and B is 74.7. It is this percent which is utilized in the following section in evaluating the effects of medical standards on potential female recruiting needs.

IV. PROJECTED RECRUITING DEMANDS ON THE POTENTIAL FEMALE RECRUITING POOL - UNDER VARIOUS MENTAL REQUIREMENTS

The data presented in this section for determining projected recruiting demands under various mental standards were taken from two sources: a. Data published by the Department of Defense (Office of the Assistant Secretary of Defense) relating to (1) Projected required accessions to meet planned female enlisted recruiting needs, and to (2) Estimated potential female recruiting pool (19), and b. Data relating to the mental and medical qualifications of female applicants for enlistment based on the findings of this report. The source data as well as the derived data are shown in Table 17 -- step by step, illustrating the procedures applied in deriving the ultimate "demand" data.

The projected data are for the (1973-1977) period and the age group is (18-24).

A. Projected Required Accessions (Table 17). The number of reaccessions for the entire (18-24) age group was taken from the published Department of Defense data (Table VIII) (19). The data indicate a projected increase of about 62 percent during this 5-year period (from 21,700 in 1973 to 35,200 in 1977). As indicated before, about two-thirds of the recruits (64.5 percent) came from the younger (18-19) -- 2-year-age-group, and slightly over one-third (35.5 percent) came from the older (20-24) -- 5-year-age-group (Table IV) (19). Therefore, separate estimates are presented in the table by the specified age-groups: (18-19) and (20-24).

Table 17

**Projected Required Female Enlistment Accessions into the Military
Services, as Related to the Estimated Number of Qualified Single
Women, 18-24 Years of Age, in the Full-Time Labor
Force, under Various Specified Mental Standards^a**

(1973-1977)

Items	Years				
	1973	1974	1975	1976	1977
A. Projected Required Accessions (in '000):					
1. Total (Age: 18-24)	21.7	29.2	31.2	33.2	35.2
a. Age (18-19)	14.0	18.8	20.1	21.4	22.7
b. Age (20-24)	7.7	10.4	11.1	11.8	12.5
B. Total: Estimated Number of Single Women, (18-24) Years of Age, in the Full-Time Labor Force (in '000):					
1. Total (age 18-24)	2,240	2,284	2,328	2,368	2,405
a. Age (18-19)	661	672	683	689	693
b. Age (20-24)	1,579	1,612	1,645	1,679	1,712
C. High School Graduates: Estimated Number of Single Women, (18-24) Years of Age, in Full-Time Labor Force (in '000):					
1. Total (Age: 18-24)	1,611	1,642	1,673	1,703	1,729
a. Age (18-19)	475	483	491	495	498
b. Age (20-24)	1,136	1,159	1,182	1,208	1,231
D. Number in the C-Pool (above), Who Would Medically and Mentally Qualify for Military Service under the Specified Minimum Mental Standards:					
1. Total (Age: 18-24) (in '000):					
a. Current Minimum Standards	488	497	507	515	524
b. Minimum 57 Percentile	549	559	570	580	589
c. Minimum 50 Percentile	671	684	698	709	720
d. Minimum 31 Percentile	935	953	971	987	1,093
e. Minimum 21 Percentile	1,034	1,054	1,074	1,093	1,110
2. Age (18-19) (in '000):					
a. Current Minimum Standards	144	146	149	150	151
b. Minimum 57 Percentile	161	165	167	169	170
c. Minimum 50 Percentile	198	201	205	206	207
d. Minimum 31 Percentile	276	280	285	287	289
e. Minimum 21 Percentile	305	310	315	318	320

(Continued)

Table 17 (Continued)

**Projected Required Female Enlistment Accessions into the Military
Services, as Related to the Estimated Number of Qualified Single
Women, 18-24 Years of Age, in the Full-Time Labor
Force, under Various Specified Mental Standards^a
(1973-1977)**

Items	Years				
	1973	1974	1975	1976	1977
D. Number in the C-Pool (above), Who Would Medically and Mentally Qualify for Military Service under the Specified Minimum Mental Standards: (Continued)					
3. Age (20-24) (in '000):					
a. Current Minimum Standards	344	351	358	365	373
b. Minimum 57 Percentile	388	394	403	411	419
c. Minimum 50 Percentile	473	483	493	503	513
d. Minimum 31 Percentile	659	673	686	700	714
e. Minimum 21 Percentile	729	744	759	775	790
E. Required Accessions (A, above), as Percent of the Qualified D-Pool (above), under Specified Minimum Standards:					
1. Total (Age: 18-24), Percent					
a. Current Minimum Standards	4.4	5.9	6.2	6.4	6.7
b. Minimum 57 Percentile	4.0	5.2	5.5	5.7	6.0
c. Minimum 50 Percentile	3.2	4.3	4.5	4.7	4.9
d. Minimum 31 Percentile	2.3	3.1	3.2	3.4	3.5
e. Minimum 21 Percentile	2.1	2.8	2.9	3.0	3.2
2. Age (18-19), Percent					
a. Current Minimum Standards	9.7	12.3	13.5	14.3	15.0
b. Minimum 57 Percentile	8.7	11.4	12.0	12.7	13.4
c. Minimum 50 Percentile	7.1	9.4	9.8	10.4	11.0
d. Minimum 31 Percentile	5.1	6.7	7.1	7.5	7.9
e. Minimum 21 Percentile	4.6	6.1	6.4	6.7	7.1
3. Age (20-24), Percent					
a. Current Minimum Standards	2.2	3.0	3.1	3.2	3.4
b. Minimum 57 Percentile	2.0	2.6	2.8	2.9	3.0
c. Minimum 50 Percentile	1.6	2.2	2.3	2.3	2.4
d. Minimum 31 Percentile	1.2	1.5	1.6	1.7	1.8
e. Minimum 21 Percentile	1.1	1.4	1.5	1.5	1.6

^aSee text for the derivation of these data.

B. Total Estimated Number of Single Women (18-24) Years of Age in the Full Time Labor Force (Table 17). The total data are from Table V (19) and the data by age are from Table IV (9). These data were used by the Department of Defense as an estimate of the potential female recruiting pool (19) and were adopted here for the same purpose, but modified by restricting the data to high school graduates.

C. High School Graduates: Estimated Number of Single Women, (18-24) Years of Age, in Full Time Labor Forces (Table 17). The data, as given in B, above, were restricted to high school graduates since a high school education, or an equivalent to it, is a prerequisite for female applicants for enlistment. According to a statement in (9), some 71.9 percent of the women in the labor force are likely to have completed at least four years of high school. The data in C were hence derived by multiplying the data in B by .719.

D. Number in the C-Pool (above), Who Would Medically and Mentally Qualify Under the Specified Mental Standards. The mental qualifications of high school graduates for each of the specified mental standards are given in Section II. For instance, the percent of high school graduates who would mentally qualify under a minimum of 50 percentile score was found to be 55.75, as shown there. The medical qualification, as shown in Section III, was found to be 74.7 percent. Evidently, the number of the (18-19) age group, for instance, that would mentally and medically qualify under these conditions would be: $475(.5575)(.747) = 198$. The same procedure was, of course, used for the other calculations and the estimated numbers are shown under D, by age and specified mental standards.

E. Required Accessions (A, above), as Percent of the Qualified D-Pool (above) under Specified Minimum Standards. These ultimate data were derived by dividing the data in A by the data in D and expressing the quotients in terms of percent. Thus, for instance, under a minimum percentile score of 50, 11.0 percent $[(=22.7/20.7) \times (100)]$ of the potential (18-19) female pool will have to be recruited to satisfy the 1977 enlisted needs. These percentages seem to decrease to around one-half, when the mental requirements are lowered from the current minimum mental standards to a minimum percentile score of 21.

Application of the Mental and Medical Findings to other Estimated Women's Recruiting Pools.

In deriving these ultimate data, the estimated potential female recruiting pool applied by the Department of Defense (19), was used, as stated above. Of course, different ultimate data would be obtained by using different estimated potential female recruiting pools, though utilizing the mental and medical data presented here.

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APPENDICES

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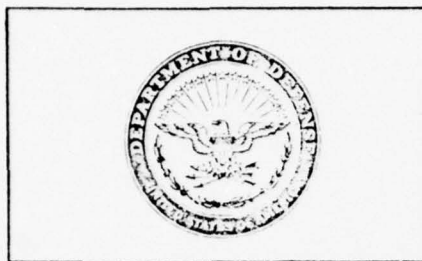
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Appendix A
Department of Defense
Human Goals



DEPARTMENT OF DEFENSE

HUMAN GOALS

Our Nation was founded on the principle that the Individual has infinite dignity and worth. The Department of Defense, which exists to keep the Nation secure and at peace, must always be guided by this principle. In all that we do, we must show respect for the Serviceman, the Servicewoman, and the Civilian Employee, recognizing their individual needs, aspirations, and capabilities.

The defense of the Nation requires a well-trained force, Military and Civilian, Regular and Reserve. To provide such a force we must increase the attractiveness of a career in Defense so that the Service member and the Civilian employee will feel the highest pride in themselves and their work, in the uniform and the military profession.

THE ATTAINMENT OF THESE GOALS REQUIRES THAT WE STRIVE—

To attract to the Defense service people with ability, dedication, and capacity for growth;

the Department of Defense to full compliance with the policy of equal employment opportunity;

To provide opportunity for everyone, Military and Civilian, to rise to as high a level of responsibility as possible, dependent only on individual talent and diligence;

To help each Service member in leaving the Service to readjust to civilian life, and

To make Military and Civilian service in the Department of Defense a model of equal opportunity for all regardless of race, sex, creed, or national origin, and to hold those who do business with

To contribute to the improvement of our Society, including its disadvantaged members, by greater utilization of our human and physical resources while maintaining full effectiveness in the performance of our primary mission.

William P. Sand
 SECRETARY OF DEFENSE
Kenneth Rush
 DEPUTY SECRETARY OF DEFENSE
Thomas H. Moore
 CHAIRMAN, JOINT CHIEFS OF STAFF
Robert D. ...
 SECRETARY OF THE ARMY
John W. Warner
 SECRETARY OF THE NAVY

Robert C. Sumner
 SECRETARY OF THE AIR FORCE
Quayle W. ...
 CHIEF OF STAFF, U.S. ARMY
W. ...
 CHIEF OF NAVAL OPERATIONS
John D. Ryan
 CHIEF OF STAFF, U.S. AIR FORCE
R. E. ...
 COMMANDANT, U.S. MARINE CORPS

Appendix B

Armed Forces Women's Selection Test (AFWST, Form 5) Conversion Table: Raw Score to Percentile Score

The following detailed conversion table of AFWST Form 5 and the condensed conversion tables, as shown in Table 2 (text), are the 1961 Air Force standardization tables (18, 20). Presumably, AFWST was correlated and equated to the mental tests used for males in World War II, as in the case of the AFQT (13). Consequently, the AFWST scores, as expressed in percentiles, relate to that World War II mobilization population, which presumably represented the expected distributions by mental tests of the civilian manpower pool available then for military service. Actually, the mental tests were standardized on the military personnel, officers and enlisted men, of all military services, as of the end of 1944. Since the exemptions and deferments from military service were then at a minimum, it was assumed that this military population may be taken as "unbiased representation of the civilian manpower pool," with respect to age, education, occupational status, and geographic distribution (13, 22). The current mobilization population might differ in its distribution from that of World War II. Inasmuch, however, as all scores were standardized on the same basis, the comparative analysis by military service is presumably not affected by it. (For a critical review of AFWST standardization, see (20).)

Appendix B

Armed Forces Women's Selection Test (AFWST Form 5)—
Conversion Table: Raw Score to Percentile Score, by Mental Category

Mental Category									
I		II		III		IV		V	
Scores		Scores		Scores		Scores		Scores	
Raw	Percentile	Raw	Percentile	Raw	Percentile	Raw	Percentile	Raw	Percentile
100	100	82	92	49	64	19	30	-1	9
99	100	81	92	48	64	18	29	-2	8
98	100	80	91	47	63	17	28	-3	8
97	100	79	91	46	62	16	27	-4	7
96	100	78	90	45	61	15	26	-5	7
95	100	77	89	44	60	14	24	-6	6
94	100	76	88	43	59	13	23	-7	5
93	99	75	88	42	57	12	22	-8	3
92	98	74	86	41	55	11	21	-9	1
91	97	73	86	40	54	10	18		
90	96	72	85	39	53	9	17		
89	96	71	83	38	52	8	16		
88	96	70	83	37	51	7	15		
87	95	69	82	36	50	6	14		
86	94	68	82	35	49	5	12		
85	94	67	81	34	48	4	12		
84	93	66	81	33	47	3	12		
83	93	65	81	32	46	2	11		
		64	80	31	44	1	11		
		63	79	30	42	0	11		
		62	78	29	41				
		61	77	28	40				
		60	76	27	39				
		59	75	26	38				
		58	74	25	37				
		57	73	24	36				
		56	72	23	34				
		55	71	22	33				
		54	70	21	32				
		53	68	20	31				
		52	67						
		51	66						
		50	65						

Appendix C

Medical Forms

C (1) Standard Form 93: Report of Medical History

C (2) Standard Form 88: Report of Medical Examination

REPORT OF MEDICAL HISTORY <small>(THIS INFORMATION IS FOR OFFICIAL AND MEDICALLY CONFIDENTIAL USE ONLY AND WILL NOT BE RELEASED TO UNAUTHORIZED PERSONS)</small>											
1. LAST NAME—FIRST NAME—MIDDLE NAME						2. SOCIAL SECURITY OR IDENTIFICATION NO.					
3. HOME ADDRESS (No. street or RFD, city or town, State, and ZIP CODE)						4. POSITION (Title, grade, component)					
5. PURPOSE OF EXAMINATION				6. DATE OF EXAMINATION		7. EXAMINING FACILITY OR EXAMINER, AND ADDRESS (Include ZIP Code)					
8. STATEMENT OF EXAMINEE'S PRESENT HEALTH AND MEDICATIONS CURRENTLY USED (Follow by description of past history, if complaint exists)											
9. HAVE YOU EVER (Please check each item)											
YES NO (Check each item)											
<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <input type="checkbox"/> Lived with anyone who had tuberculosis <input type="checkbox"/> Coughed up blood <input type="checkbox"/> Bled excessively after injury or tooth extraction <input type="checkbox"/> Attempted suicide <input type="checkbox"/> Been a sleepwalker </div> <div style="width: 48%;"> <input type="checkbox"/> Wear glasses or contact lenses <input type="checkbox"/> Have vision in both eyes <input type="checkbox"/> Wear a hearing aid <input type="checkbox"/> Stutter or stammer habitually <input type="checkbox"/> Wear a brace or back support </div> </div>											
10. DO YOU (Please check each item)											
YES NO (Check each item)											
<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <input type="checkbox"/> Scarlet fever, erysipelas <input type="checkbox"/> Rheumatic fever <input type="checkbox"/> Swollen or painful joints <input type="checkbox"/> Frequent or severe headache <input type="checkbox"/> Dizziness or fainting spells <input type="checkbox"/> Eye trouble <input type="checkbox"/> Ear, nose, or throat trouble <input type="checkbox"/> Hearing loss <input type="checkbox"/> Chronic or frequent colds <input type="checkbox"/> Severe tooth or gum trouble <input type="checkbox"/> Sinusitis <input type="checkbox"/> Hay Fever <input type="checkbox"/> Head injury <input type="checkbox"/> Skin diseases <input type="checkbox"/> Thyroid trouble <input type="checkbox"/> Tuberculosis <input type="checkbox"/> Asthma <input type="checkbox"/> Shortness of breath <input type="checkbox"/> Pain or pressure in chest <input type="checkbox"/> Chronic cough <input type="checkbox"/> Palpitation or pounding heart <input type="checkbox"/> Heart trouble <input type="checkbox"/> High or low blood pressure </div> <div style="width: 48%;"> <input type="checkbox"/> Cramps in your legs <input type="checkbox"/> Frequent indigestion <input type="checkbox"/> Stomach, liver, or intestinal trouble <input type="checkbox"/> Gall bladder trouble or gallstones <input type="checkbox"/> Jaundice or hepatitis <input type="checkbox"/> Adverse reaction to serum, drug, or medicine <input type="checkbox"/> Broken bones <input type="checkbox"/> Tumor, growth, cyst, cancer <input type="checkbox"/> Rupture hernia <input type="checkbox"/> Piles or rectal disease <input type="checkbox"/> Frequent or painful urination <input type="checkbox"/> Bed wetting since age 12 <input type="checkbox"/> Kidney stone or blood in urine <input type="checkbox"/> Sugar or albumin in urine <input type="checkbox"/> VD—Syphilis, gonorrhea, etc. <input type="checkbox"/> Recent gain or loss of weight <input type="checkbox"/> Arthritis, rheumatism, or fluxitis <input type="checkbox"/> Bone, joint or other deformity <input type="checkbox"/> Lameness <input type="checkbox"/> Loss of finger or toe <input type="checkbox"/> Painful or "trick" shoulder or elbow <input type="checkbox"/> Recurrent back pain </div> <div style="width: 48%;"> <input type="checkbox"/> "Trick" or locked knee <input type="checkbox"/> Foot trouble <input type="checkbox"/> Neuritis <input type="checkbox"/> Paralysis (include infantile) <input type="checkbox"/> Epilepsy or fits <input type="checkbox"/> Car, train, sea or air sickness <input type="checkbox"/> Frequent trouble sleeping <input type="checkbox"/> Depression or excessive worry <input type="checkbox"/> Loss of memory or amnesia <input type="checkbox"/> Nervous trouble of any sort <input type="checkbox"/> Periods of unconsciousness </div> </div>											
11. HAVE YOU EVER HAD OR HAVE YOU NOW (Please check at left of each item)											
YES NO DON'T KNOW (Check each item)											
<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <input type="checkbox"/> Scarlet fever, erysipelas <input type="checkbox"/> Rheumatic fever <input type="checkbox"/> Swollen or painful joints <input type="checkbox"/> Frequent or severe headache <input type="checkbox"/> Dizziness or fainting spells <input type="checkbox"/> Eye trouble <input type="checkbox"/> Ear, nose, or throat trouble <input type="checkbox"/> Hearing loss <input type="checkbox"/> Chronic or frequent colds <input type="checkbox"/> Severe tooth or gum trouble <input type="checkbox"/> Sinusitis <input type="checkbox"/> Hay Fever <input type="checkbox"/> Head injury <input type="checkbox"/> Skin diseases <input type="checkbox"/> Thyroid trouble <input type="checkbox"/> Tuberculosis <input type="checkbox"/> Asthma <input type="checkbox"/> Shortness of breath <input type="checkbox"/> Pain or pressure in chest <input type="checkbox"/> Chronic cough <input type="checkbox"/> Palpitation or pounding heart <input type="checkbox"/> Heart trouble <input type="checkbox"/> High or low blood pressure </div> <div style="width: 48%;"> <input type="checkbox"/> Cramps in your legs <input type="checkbox"/> Frequent indigestion <input type="checkbox"/> Stomach, liver, or intestinal trouble <input type="checkbox"/> Gall bladder trouble or gallstones <input type="checkbox"/> Jaundice or hepatitis <input type="checkbox"/> Adverse reaction to serum, drug, or medicine <input type="checkbox"/> Broken bones <input type="checkbox"/> Tumor, growth, cyst, cancer <input type="checkbox"/> Rupture hernia <input type="checkbox"/> Piles or rectal disease <input type="checkbox"/> Frequent or painful urination <input type="checkbox"/> Bed wetting since age 12 <input type="checkbox"/> Kidney stone or blood in urine <input type="checkbox"/> Sugar or albumin in urine <input type="checkbox"/> VD—Syphilis, gonorrhea, etc. <input type="checkbox"/> Recent gain or loss of weight <input type="checkbox"/> Arthritis, rheumatism, or fluxitis <input type="checkbox"/> Bone, joint or other deformity <input type="checkbox"/> Lameness <input type="checkbox"/> Loss of finger or toe <input type="checkbox"/> Painful or "trick" shoulder or elbow <input type="checkbox"/> Recurrent back pain </div> <div style="width: 48%;"> <input type="checkbox"/> "Trick" or locked knee <input type="checkbox"/> Foot trouble <input type="checkbox"/> Neuritis <input type="checkbox"/> Paralysis (include infantile) <input type="checkbox"/> Epilepsy or fits <input type="checkbox"/> Car, train, sea or air sickness <input type="checkbox"/> Frequent trouble sleeping <input type="checkbox"/> Depression or excessive worry <input type="checkbox"/> Loss of memory or amnesia <input type="checkbox"/> Nervous trouble of any sort <input type="checkbox"/> Periods of unconsciousness </div> </div>											
12. WHAT IS YOUR USUAL OCCUPATION?						13. ARE YOU (Check one)					
						<input type="checkbox"/> Right handed <input type="checkbox"/> Left handed					

Appendix C (1) (Continued)

YES	NO	CHECK EACH ITEM YES OR NO. EVERY ITEM CHECKED YES MUST BE FULLY EXPLAINED IN BLANK SPACE ON RIGHT
		15. Have you been refused employment or been unable to hold a job or stay in school because of: A. Sensitivity to chemicals, dust, sunlight, etc. B. Inability to perform certain motions. C. Inability to assume certain positions. D. Other medical reasons (If yes, give reasons.)
		16. Have you ever been treated for a mental condition? (If yes, specify when, where, and give details.)
		17. Have you ever been denied life insurance? (If yes, state reason and give details.)
		18. Have you had, or have you been advised to have, any operations? (If yes, describe and give age at which occurred.)
		19. Have you ever been a patient in any type of hospital? (If yes, specify when, where, why, and name of doctor and complete address of hospital.)
		20. Have you ever had any illness or injury other than those already noted? (If yes, specify when, where, and give details.)
		21. Have you consulted or been treated by clinics, physicians, healers, or other practitioners within the past 5 years for other than minor illnesses? (If yes, give complete address of doctor, hospital, clinic, and details.)
		22. Have you ever been rejected for military service because of physical, mental, or other reasons? (If yes, give date and reason for rejection.)
		23. Have you ever been discharged from military service because of physical, mental, or other reasons? (If yes, give date, reason, and type of discharge: whether honorable, other than honorable, for unfitness or unsuitability.)
		24. Have you ever received, is there pending, or have you applied for pension or compensation for existing disability? (If yes, specify what fund, granted by whom, and what amount, when, why.)
<p>I certify that I have reviewed the foregoing information supplied by me and that it is true and complete to the best of my knowledge. I authorize any of the doctors, hospitals, or clinics mentioned above to furnish the Government a complete transcript of my medical record for purposes of processing my application for this employment or service.</p>		
TYPED OR PRINTED NAME OF EXAMINEE		SIGNATURE
<p>NOTE: HAND TO THE DOCTOR OR NURSE, OR IF MAILED MARK ENVELOPE "TO BE OPENED BY MEDICAL OFFICER ONLY." 25. Physician's summary and elaboration of all pertinent data (Physician shall comment on all positive answers in items 9 through 24. Physician may develop by interview any additional medical history he deems important, and record any significant findings here.)</p>		
TYPED OR PRINTED NAME OF PHYSICIAN OR EXAMINER	DATE	SIGNATURE
		NUMBER OF ATTACHED SHEETS

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Appendix C (2)

Standard Form 88
(Rev. June 1956)
Bureau of the Budget
Circular A-52 (Rev.)

REPORT OF MEDICAL EXAMINATION

88-100

1. LAST NAME—FIRST NAME—MIDDLE NAME			2. GRADE AND COMPONENT OR POSITION		3. IDENTIFICATION NO.	
4. HOME ADDRESS (Number, street or R.F.D., city or town, zone and State)			5. PURPOSE OF EXAMINATION		6. DATE OF EXAMINATION	
7. SEX	8. RACE	9. TOTAL YEARS GOVERNMENT SERVICE MILITARY CIVILIAN	10. AGENCY	11. ORGANIZATION UNIT		
12. DATE OF BIRTH		13. PLACE OF BIRTH		14. NAME, RELATIONSHIP, AND ADDRESS OF NEXT OF KIN		
15. EXAMINING FACILITY OR EXAMINER AND ADDRESS			16. OTHER INFORMATION			
17. RATING OR SPECIALTY			TIME IN THIS CAPACITY (Total)		LAST SIX MONTHS	

CLINICAL EVALUATION		
NO.	DESCRIPTION (Check each item in appropriate column, enter "NR" if not evaluated)	ABNO.
18	HEAD, FACE, NECK, AND SCALP	
19	NOSE	
20	SINUSES	
21	MOUTH AND THROAT	
22	EARS—GENERAL (Ear, Eustachian tube, middle ear, hearing)	
23	DRUMS (Perforation)	
24	EYES—GENERAL (Visual acuity and refraction under items 24, 25, and 26)	
25	OPHTHALMOSCOPIC	
26	PUPILS (Equality and reaction)	
27	OCULAR MOTILITY (Horizontal, vertical, near, far, convergence)	
28	LUNGS AND CHEST (Include breasts)	
29	HEART (Throat size, rhythm, sounds)	
30	VASCULAR SYSTEM (Varicose veins, etc.)	
31	ABDOMEN AND VISCERA (Include hernia)	
32	ANUS AND RECTUM (Hemorrhoids, fistula, etc.)	
33	ENDOCRINE SYSTEM	
34	G-U SYSTEM	
35	UPPER EXTREMITIES (Strength, range of motion)	
36	FEET	
37	LOWER EXTREMITIES (Strength, range of motion)	
38	SPINE, OTHER MUSCULOSKELETAL	
39	IDENTIFYING BODY MARKS, SCARS, TATTOOS	
40	SKIN, LYMPHATICS	
41	NEUROLOGIC (Equilibrium tests under item 41)	
42	PSYCHIATRIC (Specify any personality deviation)	
43	PELVIC (Females only) (Check how done)	
	<input type="checkbox"/> VAGINAL <input type="checkbox"/> RECTAL	

NOTES (Describe every abnormality in detail. Enter pertinent item number before each comment. Continue in item 73 and use additional sheets if necessary.)

44. DENTAL (Place appropriate symbols above or below number of upper and lower teeth, respectively.)																		REMARKS AND ADDITIONAL DENTAL DEFECTS AND DISEASES	
O—Restorable teeth X—Missing teeth (X X S)—Fixed bridge, brackets to include abutments I—Nonrestorable teeth XXX—Replaced by dentures																			
R	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	L		
I	32	31	30	29	28	27	26	25	24	23	22	21	20	19	18	17	E		
G																	F		
H																	T		
T																			

(Continue in item 73)

LABORATORY FINDINGS			
45. URINALYSIS A. SPECIFIC GRAVITY		46. CHEST X RAY (Place, date, film number and result)	
B. ALBUMIN		D. MICROSCOPIC	
C. SUGAR			
47. SEROLOGY (Specify test used and result)		48. ERG	49. BLOOD TYPE AND RH FACTOR
		50. OTHER TESTS	

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Appendix C (2) (Continued)

MEASUREMENTS AND OTHER FINDINGS									
51. HEIGHT	52. WEIGHT	53. COLOR HAIR	54. COLOR EYES	55. BUILD (Check one)	SLENDER	MEDIUM	HEAVY	OBESE	56. TEMPERATURE
57. BLOOD PRESSURE (Arm at heart level)					58. PULSE (Arm at heart level)				
A SITTING	SYS DIAS.	B RECUM- BENT	SYS DIAS.	C STANDING (5 min.)	SYS DIAS.	A SITTING	B AFTER EXERCISE	C 2 MIN AFTER	D RECUMBENT
					E AFTER STANDING 3 MIN				
59. DISTANT VISION			60. REFRACTION			61. NEAR VISION			
RIGHT 20/	CORR. TO 20/		BY	S.	CX	CORR. TO		BY	
LEFT 20/	CORR. TO 20/		BY	S.	CX	CORR. TO		BY	
62. METROPHORIA (Specify distance)									
ES*	EX*	R. H.	L. H.	PRISM DIV.	PRISM CONV. CT	PC	PD		
63. ACCOMMODATION			64. COLOR VISION (Test used and result)			65. DEPTH PERCEPTION (Test used and score)		UNCORRECTED	
RIGHT LEFT								CORRECTED	
66. FIELD OF VISION			67. NIGHT VISION (Test used and score)			68. RED LENS TEST		69. INTRAOCULAR TENSION	
70. HEARING			71. AUDIOMETER						72. PSYCHOLOGICAL AND PSYCHOMOTOR (Tests used and score)
RIGHT WV	/15 SV	/15		250 dB	500 dB	1000 dB	2000 dB	4000 dB	8000 dB
LEFT WV	/15 SV	/15							
73. NOTES (Continued) AND SIGNIFICANT OR INTERVAL HISTORY									

(Use additional sheets if necessary)

74. SUMMARY OF DEFECTS AND DIAGNOSES (List diagnoses with item numbers)

75. RECOMMENDATIONS—FURTHER SPECIALIST EXAMINATIONS INDICATED (Specify)						76. A PHYSICAL PROFILE					
						P	U	L	H	E	S
77. EXAMINEE (Check)						B PHYSICAL CATEGORY					
A <input type="checkbox"/> IS QUALIFIED FOR											
B <input type="checkbox"/> IS NOT QUALIFIED FOR											
78. IF NOT QUALIFIED: LIST DISQUALIFYING DEFECTS BY ITEM NUMBER											
						A	B	C	E		
79. TYPED OR PRINTED NAME OF PHYSICIAN						SIGNATURE					
80. TYPED OR PRINTED NAME OF PHYSICIAN						SIGNATURE					
81. TYPED OR PRINTED NAME OF DENTIST OR PHYSICIAN (Indicate which)						SIGNATURE					
82. TYPED OR PRINTED NAME OF REVIEWING OFFICER OR APPROVING AUTHORITY						SIGNATURE					
						NUMBER OF AT- TACHED SHEETS					

U.S. GOVERNMENT PRINTING OFFICE: 1963—O-711-300

Appendix D

Physical Profile Functional Capacity Guide

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PHYSICAL PROFILE FUNCTIONAL CAPACITY GUIDE

Profile serial	P Physical capacity	U Upper extremities	L Lower extremities	H Hearing—Ears	E Vision—Eyes	S Psychiatric
1	Good muscular development with ability to perform maximum effort for indefinite periods.	No loss of digits, or limitation of motion; no demonstrable abnormality; able to do hand-to-hand fighting.	No loss of digits, or limitation of motion; no demonstrable abnormality; be capable of performing long marches, standing over long periods.	Audiometer average level each ear not more than 15 db @ 500, 1000, 2000 cps. Not over 40 db at 4000 cps.	Uncorrected visual acuity 20/200 correctable to 20/20, in each eye.	No psychiatric pathology. May have history of a transient personality disorder.
2	Able to perform maximum effort over long periods.	Slightly limited mobility of joints, muscular weakness, or other musculoskeletal defects which do not prevent moderate hand fighting and do not disqualify for prolonged effort.	Slightly limited mobility of joints, muscular weakness, or other musculoskeletal defects which do not prevent moderate marching, climbing, running, digging, or prolonged effort.	Audiometer average level not more than 20 db @ 500, 1000, 2000 cps and 50 db at 4000 cps in both ears, or 15 db at 500, 1000, 2000 cps and 30 db at 4000 in better ear.	Distant visual acuity correctable to 20/40-20/70, 20/30-20/100, 20/20-20/400.	★ May have history of recovery from an acute psychotic reaction due to external or toxic causes unrelated to alcoholic or drug addiction. Individuals who have been evaluated by a physician (psychiatrist) and found to have a character and behavior disorder will be processed through appropriate administrative channels.
3	Unable to perform full effort except for brief or moderate periods.	Defects or impairments which interfere with full function requiring restriction of use.	Defects or impairments which interfere with full function requiring restriction of use.	May have hearing level at 20 db with hearing aid by speech reception score, or acute or chronic ear disease not	Uncorrected distant visual acuity of any degree which is correctable not less than 20/40 in the better eye	Satisfactory remission from an acute psychotic or neurotic disorder which permits utilization under specific

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Profile serial	P Physical capacity	U Upper extremities	L Lower extremities	H Hearing-Ears	E Vision-Eyes	S Psychiatric
4 ----- Factors to be considered.	Below Retention Standards. Organic defects, age, build, strength, stamina, weight, height, agility, energy, muscular coordination, function, and similar factors.	Below Retention Standards. Strength, range of motion, and general efficiency of upper arm, shoulder girdle and back, including cervical, thoracic, and lumbar vertebrae.	Below Retention Standards. Strength, range of movement, and efficiency of feet, legs, pelvic girdle, lower back.	Below Retention Standards. Auditory acuity, and organic disease of the ears.	Below Retention Standards. Visual acuity, and organic disease of the eyes and lids.	Below Retention Standards. Type, severity, and duration of the psychiatric symptoms or disorder existing at the time the profile is determined. Amount of external precipitating stress. Predisposition as determined by the basic personality makeup, intelligence, performance, and history of past psychiatric disorder impairing functional capacity.

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Appendix E

Weight-Height Table for Females, by Age

Note:

- a. The maximum weight standard for women, 63 inches in height, within the (18-20) age-group, is obviously a misprint. It should probably be 132 or 133 (instead of 135) pounds;
- b. Why are the maximum weight standards lower for the (31-35) age-group, than for the younger (25-30) age-group?

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Appendix E

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Table II. Table of Militarily Acceptable Weight (in Pounds) as Related to Age and Height for Females—Initial Procurement

Height (inches)	Minimum (regardless of age)	Maximum					
		18-20 years	21-24 years	25-30 years	31-35 years	36-40 years	41 years and over
58 -----	90	121	123	126	124	135	135
59 -----	92	123	125	129	126	139	138
60 -----	94	125	127	132	128	142	141
61 -----	96	127	129	135	131	145	141
62 -----	98	129	132	139	132	148	147
63 -----	100	135	136	141	136	151	150
64 -----	102	136	140	144	140	155	154
65 -----	104	140	144	148	145	159	159
66 -----	106	144	149	151	150	164	163
67 -----	109	147	151	156	154	168	167
68 -----	112	152	158	159	159	172	171
69 -----	115	158	160	164	162	176	175
70 -----	118	162	166	168	167	181	180
71 -----	122	168	171	171	171	185	184
72 -----	125	171	175	176	175	189	188